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EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CSP FOODS LTD.

7006

Canada

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Employment and
Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

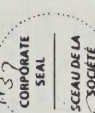
**EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE**

1989

Form
Formulaire 1

1. NAME OF EMPLOYER NOM DE L'EMPLOYEUR		2. FULL LEGAL NAME - NOM LÉgal AU COMPLET		3. CSP Foods Ltd.		4. CSP Foods Ltd.	
5. ADDRESS ADRESSE		6. ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE		7. 1102-201 Portage Ave. Winnipeg, Man.		8. 1102 - 201 Portage Ave. Winnipeg, Man.	
9. OFFICERS AGENTS		10. NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE		11. A. D. Huffman		12. Eleanor Beaudoin	
13. POSITION FONCTION		14. POSITION TITLE - TITRE DU FONCTIONNAIRE		15. Chief Executive Officer		16. Compensation Analyst	
17. INDUSTRIAL SECTOR(S)		18. INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1		19. Vegetable Oil Mills		20. NO. OF EMPLOYEES NOMBRE DE SALAIRES	
21. BRANCHES(S) D'ACTIVITÉ		22. INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2		23. Flour Prepared Cereal Food & Feed Industries		24. NO. OF EMPLOYEES NOMBRE DE SALAIRES	
25. EMPLOYMENT STATUS CATEGORIES		26. INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		27. NO. OF EMPLOYEES NOMBRE DE SALAIRES		28. NO. OF EMPLOYEES NOMBRE DE SALAIRES	
29. CATEGORIES DE SALAIRES		30. INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4		31. NO. OF EMPLOYEES NOMBRE DE SALAIRES		32. NO. OF EMPLOYEES NOMBRE DE SALAIRES	
33. CERTIFICATION OF ACCURACY		34. NUMBER OF PERMANENT PART TIME EMPLOYEES NOMBRE DE SALAIRES PERMANENTS A TEMPS PARTIEL		35. NUMBER OF TEMPORARY EMPLOYEES NOMBRE DE SALAIRES TEMPORAIRES		36. NUMBER OF EMPLOYEES NOMBRE DE SALAIRES	
37. ATTESTATION D'EXACTITUDE		38. 420		39. 5		40. 25	
41. CERTIFICATION OF ACCURACY		42. A. D. Huffman		43. HEREBY CERTIFY ON BEHALF OF (Name of employee)		44. CSP Foods Ltd.	
45. ATTESTATION D'EXACTITUDE		46. DATE - DATE		47. May 29, 1990		48. SIGNATURE - SIGNATURE	
49. ATTESTATION D'EXACTITUDE		50. SIGNATURE - SIGNATURE		51. SIGNATURE - SIGNATURE		52. SIGNATURE - SIGNATURE	

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR LES INSTRUCTIONS POUR REMPLIR TOUTS LES FORMULAIRES



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Employment and Immigration Canada Emploi et Immigration Canada

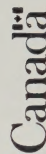
NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS A TEMPS PLEIN*

Form
Formulaire **2** Part A
Partie A, Page 1

Name of Business: Nom de l'entreprise:		CSP FOODS LTD.		Industrial Sector: branche d'activité:		VEGETABLE OIL MILLS		Reporting Period: Période de rapport:		19 89				
Location/Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)								
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et Minimum l'échelle de rémunération	** Quart Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers Cadres supérieurs	70,000 - 100,000	4	1	1	-	-	-	-	-	-	-	-	-	-
Middle or other managers Cadres intermédiaires et autres cadres	50,000 - 54,999	2	3	3	-	-	-	-	-	-	-	-	-	-
Professionals Professionnels	70,000 - 100,000	3	5	5	-	-	-	-	-	-	-	-	-	-
Semi-professionals and technicians Semi-professionnels et techniciens	35,000 - 39,999	2	10	10	-	-	-	-	-	-	-	-	-	-
Supervisors Surveillants	17,500 - 19,999	1	7	1	6	-	-	-	-	-	-	-	-	-
Foremen/women Contremaîtres	40,000 - 44,999	3	3	1	2	-	-	-	-	-	-	-	-	-
	25,000 - 27,499	2	1	1	1	-	-	-	-	-	-	-	-	-
	45,000 - 49,999	4	1	1	1	-	-	-	-	-	-	-	-	-
	27,500 - 29,999	2	13	5	-	-	-	-	-	-	-	-	-	-
		1	7	7	-	-	-	-	-	-	-	-	-	-

* Use separate Parts for permanent part time and temporary employees
** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé





Employment and Immigration Canada Emploi et Immigration Canada

CONSOLIDATED 1989

Form
Formulaire 2 Part A, Page 2
Partie A,

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range at minimum de l'échelle de rémunération Col 1	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	35,000-39999	4	4	4	-	-	-	-	-	-	-	-	-	-
		3	10	2	8	-	-	-	-	-	-	-	-	-
		2	29	1	28	-	-	-	-	-	-	1	-	1
Sales workers Employés du secteur de la vente	15,000-17499	1	24	2	22	1	-	1	-	-	-	2	-	2
		4	3	3	-	-	-	-	-	-	-	-	-	-
		3	-	-	-	-	-	-	-	-	-	-	-	-
Service workers Employés du secteur des services	55,000-59999	2	9	9	-	-	-	-	-	-	-	-	-	-
		1	7	5	2	-	-	-	-	-	-	-	-	-
		4	-	-	-	-	-	-	-	-	-	-	-	-
Skilled crafts and trades workers Travailleurs qualifiés et artisans	25,000-27499	1	-	-	-	-	-	-	-	-	-	-	-	-
		4	16	16	-	-	-	-	-	-	-	-	-	-
		3	17	17	-	-	-	-	-	-	-	-	-	-
Semi-skilled manual workers Travailleurs manuels spécialisés	35,000-39999	2	8	8	-	-	-	-	-	-	-	-	-	-
		1	1	1	-	-	-	-	-	-	-	-	-	-
		4	11	11	-	-	-	-	-	-	-	-	-	-
Other manual workers Autres travailleurs manuels	22,500-24999	3	47	47	-	2	2	-	2	2	-	2	2	-
		2	38	38	-	-	-	-	-	-	-	-	-	-
		1	20	19	1	-	-	-	1	1	-	-	-	-
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	30,000-34999	4	47	47	-	-	-	-	1	1	-	-	-	-
		3	8	8	-	-	-	-	-	-	-	-	-	-
		1	3	2	1	-	-	-	-	-	-	-	-	-
	20,000-22499	1	420	344	76	3	2	1	6	6	-	10	6	4

1400 (381) (0401) 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

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NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part B, Page 1

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS A TEMPS PARTIEL*

Name of Business:
Nom de l'entreprise:

Industrial Sector:
Branche d'activité:

VEGETABLE OIL MILLS

Reporting Period:
Période de rapport:

19 89

Location: Endroit*

☒ National (Canada)
National (Canada)

☐ Province / Territory (specify)
Province / territoire (préciser)

☐ Designated CMA (specify)
RMA désignée (préciser)

Occupational Groups Catégories professionnelles	Top and bottom Maximum et minimum de l'échelle de rémunération Col 1	* * Quarter Quart		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total
Upper-level managers Cadres supérieurs		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11
											Col 12
											Col 13
Middle or other managers Cadres intermédiaires et autres cadres											
Professionals Professionnels											
Semi-professionals and technicians Semi-professionnels et techniciens											
Supervisors Surveillants											
Foremen/women Contremaîtres											

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé





Employment and Immigration Canada Emploi et Immigration Canada

CONSOLIDATED - PERM. PART-TIME 1989

Form
Formulaire 2 Part B, Page 2
Partie B, Page 2NOTE - See instructions
NOTA - Voir instructions

NOTA: Voir instructions		Top and bottom of salary range Maximum et minimum de l'échelle de rémunération Col 1	** Quartiers Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
Occupational Groups Catégories professionnelles	Total Number Nombre total			Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	
															Col 2
Clerical workers Employés de bureau	22,500-24999	4	1	1											
		3													
		2													
		1	1	-	1										
Sales workers Employés du secteur de la vente		4													
		3													
		2													
		1													
Service workers Employés du secteur des services	5,000-7499	4													
		3													
		2	1	-	1										
		1													
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4													
		3													
		2													
		1													
Semi-skilled manual workers Travailleurs manuels spécialisés		4													
		3													
		2													
		1													
Other manual workers Autres travailleurs manuels		4													
		3													
		2	1	1	-										
		1													
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			5	1	4	-									

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

EMP 1000 (2-84) P. 7

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire **3** Part A
Partie A

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PLEIN*

Name of Business: Nom de l'entreprise:		CSP FOODS LTD.		Industrial Sector: Branche d'activité:		VEGETABLE OIL MILLS		Reporting Period: Période de rapport:		19 89		
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province/Territory (specify) Province/territoire (préciser)								
SALARY RANGES ECHELLES DE REMUNERATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Under Moins de	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
\$10,000	-											
\$10,000 - \$14,999	-											
\$15,000 - \$17,499	2	-	2	-			-			1	-	1
\$17,500 - \$19,999	9	-	9	-			-			-		
\$20,000 - \$22,499	27	6	21	1	-	1	-			2	-	2
\$22,500 - \$24,999	44	26	18	-			-			1	1	-
\$25,000 - \$27,499	48	33	15	-			1	1	-	1	-	1
\$27,500 - \$29,999	75	70	5	2	2	-	2	2	-	2	2	-
\$30,000 - \$34,999	118	114	4	-			2	2	-	2	2	-
\$35,000 - \$39,999	37	35	2	-			-			-		
\$40,000 - \$49,999	29	29	-	-			1	1	-	1	1	-
\$50,000 - \$69,999	22	22	-	-			-			-		
\$70,000 and over et plus	9	9	-	-			-			-		
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	420	344	76	3	2	1	6	6	-	10	6	4

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

IMP 1048 (9-86)





Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire **3** Part B
Partie B

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PARTIEL*

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

CSP FOODS LTD.

Industrial Sector:
branche d'activité:

VEGETABLE OIL MILLS

Location-Endroit

☒ National (Canada)
National (Canada)

☐ Province / Territory (specify)
Province / territoire (préciser)

Reporting Period:
Période de rapport: 19 89

SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Under Moins de \$2 500								
\$2 500 - \$4 999								
\$5 000 - \$7 499	2	-	2	-			-	
\$7 500 - \$9 999								
\$10 000 - \$12 499	1	1	-	-			-	
\$12 500 - \$14 999								
\$15 000 - \$17 499								
\$17 500 - \$19 999								
\$20 000 - \$24 999	2	-	2	-				
\$25 000 - \$29 999								
\$30 000 - \$39 999								
\$40 000 - \$49 999								
\$50 000 and over et plus								
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	5	1	4	-			-	

* Use separate Parts for permanent full-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

LMP 3849 (8-84)





Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS A TEMPS PLEIN*

Form
Formulaire 4 Part A
Partie A

Name of Business Nom de l'entreprise:		Industrial Sector: Branche d'activité:		Reporting Period: Période de rapport:		19 89																			
Location-Endroit:		National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser)		VEGETABLE OIL MILLS																			
<input checked="" type="checkbox"/>		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles																	
Occupational Groups Catégories professionnelles		Total Number Nombre total		Men Hommes		Women Femmes		Total Number Nombre total		Men Hommes		Women Femmes													
		Col 1		Col 2		Col 3		Col 4		Col 5		Col 6		Col 7		Col 8		Col 9		Col 10		Col 11		Col 12	
Upper-level managers Cadres supérieurs		-																							
Middle or other managers Cadres intermédiaires et autres cadres		-																							
Professionals Professionnels		1		1		-		-																	
Semi-professionals and technicians Semi-professionnels et techniciens		5		2		3		-												2		1		1	
Supervisors Surveillants		-																							
Firemen/women Contremaîtres		6		6		-		-												-					
Clerical workers Employés de bureau		11		1		10		1		-		1								2		-		2	
Sales workers Employés du secteur de la vente		4		3		1		-												-					
Service workers Employés du secteur des services																									
Skilled crafts and trades workers Travailleurs qualifiés et artisans																									
Semi-skilled manual workers Travailleurs manuels spécialisés		1		1		-		-												-					
Other manual workers Autres travailleurs manuels		7		6		1		-												-					
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS		35		20		15		1		-		1								4		1		3	

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 3810 (9-88)





Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL*

NOTE: See instructions
NOTA: Voir instructions

Name of Business: **CSP FOODS LTD.** Industrial Sector: **VEGETABLE OIL MILLS**

Location/Endroit: ☒ National (Canada) Province/Territory (specify): _____ Reporting Period: **19 89**

Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Middle or other managers Cadres intermédiaires et autres cadres								
Professionals Professionnels								
Semi-professionals and technicians Semi-professionnels et techniciens								
Supervisors Surveillants								
Foremen/Women Contremaîtres								
Clerical workers Employés de bureau								
Sales workers Employés du secteur de la vente								
Service workers Employés du secteur des services								
Skilled crafts and trades workers Travailleurs qualifiés et artisans								
Semi-skilled manual workers Travailleurs manuels spécialisés								
Other manual workers Autres travailleurs manuels								
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS								

* Use separate Parts for permanent full-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PLEIN*

Form
Formulaire

Part A
Partie A

5

Name of Business Nom de l'entreprise:		CSP FOODS LTD.		Industrial Sector: Branché d'activité:		VEGETABLE OIL MILLS						Reporting Period: Période de rapport:		19 89											
Location: Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)																					
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which they have been last promoted) Salarés promus (les salarés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)												Members of Visible Minorities Membres des minorités visibles											
		All Employees Tous les salarés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Total Number Nombre total			Men Hommes			Women Femmes								
		Total Number Nombre total	Col 1	Men Hommes	Col 2	Women Femmes	Col 3	Total Number Nombre total	Col 4	Men Hommes	Col 5	Women Femmes	Col 6	Total Number Nombre total	Col 7	Men Hommes	Col 8	Women Femmes	Col 9	Total Number Nombre total	Col 10	Men Hommes	Col 11	Women Femmes	Col 12
Upper-level managers Cadres supérieurs		-																							
Middle or other managers Cadres intermédiaires et autres cadres		4		4		-																			
Professionals Professionnels		-																							
Semi-professionals and technicians Semi-professionnels et techniciens		1		1		-																			
Supervisors Surveillants		2		-		2																			
Foremen/women Contremaitres		3		3		-																			
Clerical workers Employés de bureau		4		1		3																			
Sales workers Employés du secteur de la vente		-																							
Service workers Employés du secteur des services		-																							
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4		4		-																			
Semi-skilled manual workers Travailleurs manuels spécialisés		9		8		1																			
Other manual workers Autres travailleurs manuels		4		4		-																			
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARÉS PROMUS		31		25		6																	1	-	
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		31		25		6																	1	-	

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salarés permanents à temps partiel et les salarés temporaires

1 (MAY 1989) (9-886)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire

Part B
Partie B

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL*

NOTE: See instructions
NOTA: Voir instructions

Name of Business: Nom de l'entreprise:		CSP FOODS LTD.		Industrial Sector: Branches d'activité:		VEGETABLE OIL MILLS		Reporting Period: Période de rapport:		19 89					
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province/Territory (specify) Province/Territoire (préciser)											
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (Les salaires promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)													
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles				
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes		
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12		
Upper-level managers Cadres supérieurs															
Middle or other managers Cadres intermédiaires et autres cadres															
Professionals Professionnels															
Semi-professionals and technicians Semi-professionnels et techniciens															
Supervisors Surveillants															
Foremen/women Contremaîtres															
Clerical workers Employés de bureau					NOT	A	P	P	L	I	C	A	B	L	E
Sales workers Employés du secteur de la vente															
Service workers Employés du secteur des services															
Skilled crafts and trades workers Travailleurs qualifiés et artisans															
Semi-skilled manual workers Travailleurs manuels spécialisés															
Other manual workers Autres travailleurs manuels															
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS															
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS															

* Use separate Parts for permanent full-time and temporary employees.
* Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN***

Location-Endroit CSP FOODS LTD.		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser) _____		Reporting Period: Période de rapport: 19 <u>99</u>		Industrial Sector: Branche d'activité: VEGETABLE OIL MILLS			
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles				
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes		
Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	-										
Middle or other managers Cadres intermédiaires et autres cadres	2	2	-			-			-		
Professionals Professionnels	1	1	-			-			-		
Semi-professionals and technicians Semi-professionnels et techniciens	2	2	-			-			-		
Supervisors Surveillants	-										
Firemen/women Contremaitres	1	1	-			-			-		
Clerical workers Employés de bureau	7	-	7	-		-			1	-	1
Sales workers Employés du secteur de la vente	1	1	-			-			-		
Service workers Employés du secteur des services	-										
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1	-			-			-		
Semi-skilled manual workers Travailleurs manuels spécialisés	3	3	-			-			-		
Other manual workers Autres travailleurs manuels	7	7	-			-			-		
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	25	18	7	-		-			1	-	1

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



NOTE: See instructions
NOTA: Voir instructions
Name of Business
Nom de l'entreprise:

CSP FOODS LTD.

Industrial Sector:
Branches d'activité:

VEGETABLE OIL MILLS

Location/Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		Province/Territory (Specify) Province/territoire (préciser)		Reporting Period: Période de rapport: 19 89						
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants				NOT	A P P L I C A B L E							
Foremen/women Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CÉSSIONS DE FONCTIONS												

• Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

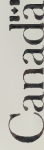
Form
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Partie A,

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Name of Business Nom de l'entreprise:		Industrial Sector: Branche d'activité:		VEGETABLE OIL MILLS		Reporting Period: Période de rapport:		1989						
Location-Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territoire (specify) MANITOBA		<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)								
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs	70,000 -over	4	1	1	-	-	-	-	-	-	-	-	-	-
	50,000-54999	2	3	3	-	-	-	-	-	-	-	-	-	-
Middle or other managers Cadres intermédiaires et autres cadres	70,000 -over	4	2	2	-	-	-	-	-	-	-	-	-	-
	35,000-39999	2	3	3	-	-	-	-	-	-	-	-	-	-
Professionals Professionnels	45,000-49999	4	2	2	-	-	-	-	-	-	-	-	-	-
	30,000-34999	1	2	2	-	-	-	-	-	-	-	-	-	-
Semi-professionals and technicians Semi-professionnels et techniciens	30,000-34999	4	1	1	1	-	-	-	-	-	-	-	-	-
	17,500-19999	1	2	2	2	-	-	-	-	-	-	-	-	-
Supervisors Surveillants	35,000-39999	4	1	1	1	-	-	-	-	-	-	-	-	-
	30,000-34999	1	1	1	1	-	-	-	-	-	-	-	-	-
Foremen/women Contrôleurs	45,000-49999	3	1	1	-	-	-	-	-	-	-	-	-	-
	27,500-29999	1	5	5	-	-	-	-	-	-	-	-	-	-

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé





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Part A
Partie A

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MANITOBA 1989

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom Maximum et minimum de l'échelle de rémunération Col 1	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	35,000-39999	4	2	2	-	-	-	-	-	-	-	-	-	-
	40,000-44999	3	5	2	3	-	-	-	-	-	-	-	-	-
	45,000-49999	2	11	1	10	-	-	-	-	-	-	-	-	-
Sales workers Employés du secteur de la vente	15,000-17499	1	13	2	11	1	-	1	-	-	-	1	-	1
	18,000-20999	4	2	2	-	-	-	-	-	-	-	-	-	-
	21,000-23999	3	-	-	-	-	-	-	-	-	-	-	-	-
Services workers Employés du secteur des services	35,000-39999	2	1	1	-	-	-	-	-	-	-	-	-	-
	40,000-44999	4	-	-	-	-	-	-	-	-	-	-	-	-
	45,000-49999	3	-	-	-	-	-	-	-	-	-	-	-	-
Skilled crafts and trades workers Travailleurs qualifiés et artisans	35,000-39999	4	3	3	-	-	-	-	-	-	-	-	-	-
	40,000-44999	3	10	10	-	-	-	-	-	-	-	-	-	-
	45,000-49999	2	2	2	-	-	-	-	-	-	-	-	-	-
Semi-skilled manual workers Travailleurs manuels spécialisés	22,500-24999	1	1	1	-	-	-	-	-	-	-	-	-	-
	25,000-27499	4	6	6	-	-	-	-	-	-	-	-	-	-
	28,000-30999	3	28	28	-	-	-	-	1	1	-	-	-	-
Other manual workers Autres travailleurs manuels	22,500-24999	2	10	10	-	-	-	-	-	-	-	-	-	-
	25,000-27499	1	13	12	1	-	-	-	-	-	-	-	-	-
	28,000-30999	4	1	1	-	-	-	-	-	-	-	-	-	-
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	22,500-24999	2	-	-	-	-	-	-	-	-	-	-	-	-
	25,000-27499	1	1	1	-	-	-	-	-	-	-	-	-	-
			161	129	32	1	-	1	2	2	-	2	1	1

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter;
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

(EMP-3871 (9-89) P.2)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructionsForm
Formulaire 2 Part B, Page 1
Partie B, Page 1OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PARTIEL*

Name of Business: Nom de l'entreprise: CSP FOODS LTD.		Industrial Sector: Branche d'activité: VEGETABLE OIL MILLS		Reporting Period: Période de rapport: 19 89										
Location-Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / Territoire (préciser) MANITOBA		<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)								
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de remunération	Quart Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors Surveillants		4												
		3												
		2												
		1												
Foremen/women Contremaîtres	5,000-7,499	4												
		3												
		2												
		1												

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

**

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

MANITOBA 1989 PERM. PART TIME

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Occupational Groups Catégories professionnelles	Top and bottom of salary range Minimum et maximum de l'échelle de rémunération Col 1	Quart Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Clerical workers Employés de bureau	22,500-24,999	4	1	-	1	-	-	-	-	-	-	-	-	-
	22,500-24,999	2	1	-	1	-	-	-	-	-	-	-	-	-
Sales workers Employés du secteur de la vente		4	-	-	-	-	-	-	-	-	-	-	-	-
		3	-	-	-	-	-	-	-	-	-	-	-	-
Service workers Employés du secteur des services		4	-	-	-	-	-	-	-	-	-	-	-	-
		3	-	-	-	-	-	-	-	-	-	-	-	-
Skilled crafts and trades workers Travailleurs qualifiés et artisans	5,000-7,499	2	1	-	1	-	-	-	-	-	-	-	-	-
		1	-	-	-	-	-	-	-	-	-	-	-	-
Semi-skilled manual workers Travailleurs manuels spécialisés		4	-	-	-	-	-	-	-	-	-	-	-	-
		3	-	-	-	-	-	-	-	-	-	-	-	-
Other manual workers Autres travailleurs manuels		4	-	-	-	-	-	-	-	-	-	-	-	-
		3	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	10,000-124,999	1	1	1	-	-	-	-	-	-	-	-	-	-
		5	1	1	4	-	-	-	-	-	-	-	-	-

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter.
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

FORM 1526 (F-04/97)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire **3** Part A
Partie A

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS À TEMPS PLEIN*

Name of Business Nom de l'entreprise: CSP FOODS LTD.		Industrial Sector: Branche d'activité: VEGETABLE OIL MILLS		Reporting Period: Période de rapport: 19 89								
Location-Endroit: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province/Territory (specify) Provinc/Territoire (préciser) MANITOBA												
SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles				
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Under Moins de \$10,000												
\$10,000 - \$14,999												
\$15,000 - \$17,499	1	-	1	-			-			-		
\$17,500 - \$19,999	4	-	4	-			-			-		
\$20,000 - \$22,499	14	4	10	1	-	1	-			1	-	1
\$22,500 - \$24,999	25	20	5	-			-			-		
\$25,000 - \$27,499	27	22	5	-			-			-		
\$27,500 - \$29,999	25	22	3	-			1	1	-	-		
\$30,000 - \$34,999	26	24	2	-			-			-		
\$35,000 - \$39,999	10	8	2	-			-			-		
\$40,000 - \$49,999	13	13	-	-			1	1	-	1	1	-
\$50,000 - \$69,999	10	10	-				-			-		
\$70,000 and over et plus	6	6	-	-			-			-		
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	161	129	32	1	-	1	2	2	-	2	1	1

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 1048 (9-88)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

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Formulaire **3** Part 8
Partie 8

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS À TEMPS PARTIEL*

NOTE: See instructions
NOTA: Voir instructions

Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité:		VEGETABLE OIL MILLS								
Location-Endroit		<input type="checkbox"/> National (Canada) National (Canada)		Province / Territory (specify) Province / Territoire (préciser) MANITOBA								
Reporting Period: Période de rapport:		19		89								
SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Under Moins de \$2,500												
\$2,500 - \$4,999												
\$5,000 - \$7,499	2	-	2	-			-			-		
\$7,500 - \$9,999												
\$10,000 - \$12,499	1	1	-	-			-			-		
\$12,500 - \$14,999												
\$15,000 - \$17,499												
\$17,500 - \$19,999												
\$20,000 - \$24,999	2	-	2	-			-			-		
\$25,000 - \$29,999												
\$30,000 - \$39,999												
\$40,000 - \$49,999												
\$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	5	1	4	-			-			-		

* Use separate Parts for permanent full-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

EMP 1849 (8-84)





Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS A TEMPS PLEIN***

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Formulaire **4** Part A
Partie A

Name of Business: Nom de l'entreprise:		Industrial Sector: Branches d'activité:		VEGETABLE OIL MILLS									
Location: Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (Specify) Province / Territoire (préciser)		MANITOBA		Reporting Period: Période de rapport:		1989			
Occupational Groups Catégories professionnelles		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper level managers Cadres supérieurs		-											
Middle or other managers Cadres intermédiaires et autres cadres		-											
Professionals Professionnels		1	1	-	-			-			-		
Semi-professionals and technicians Semi-professionnels et techniciens		-											
Supervisors Surveillants		-											
Unskilled workers Contremaîtres		-											
Clerical workers Employés de bureau		5	1	4	1	-	1	-			1	-	1
Sales workers Employés du secteur de la vente		1	1	-	-			-			-		
Service workers Employés du secteur des services		-											
Skilled crafts and trades workers Travailleurs qualifiés et artisans		-											
Semi-skilled manual workers Travailleurs manuels spécialisés		-											
Other manual workers Autres travailleurs manuels		-											
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS		7	3	4	1	-	1	-			1	-	1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1-877-303-6944



NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

CSP FOODS LTD.

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Industrial Sector:
Branche d'activité: VEGETABLE OIL MILLS

Location-Endroit ☐ National (Canada) ☒ Province / Territory (specify) MANITOBA Reporting Period: 19_89_

Occupational Groups Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	-											
Middle or other managers Cadres intermédiaires et autres cadres	2	2	-	-			-			-		
Professionals Professionnels	-											
Semi-professionals and technicians Semi-professionnels et techniciens	-											
Supervisors Surveillants	1	-	1	-			-			-		
Foremen/women Contramaîtres	1	1	-	-			-			-		
Clerical workers Employés de bureau	1	1	-	-			-			-		
Sales workers Employés du secteur de la vente	-											
Service workers Employés du secteur des services	-											
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1	-	-			-			-		
Semi-skilled manual workers Travailleurs manuels spécialisés	7	6	1	-			-			-		
Other manual workers Autres travailleurs manuels	-											
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	13	11	2	-			-			-		
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	13	11	2	-			-			-		

* Use separate Parts for permanent part-time and temporary employees.
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire

Part A
Partie A

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PLEIN*

NOTE: See instructions
NOTA: Voir instructions

Name of Business
Nom de l'entreprise:

CSP FOODS LTD.

Industrial Sector
Branche d'activité:

VEGETABLE OIL MILLS

Location-Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (specify) Province/Territoire (préciser)		MANITOBA		Reporting Period: Période de rapport:		19 89	
		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles			
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10
		Col 11	Col 12								
Occupational Groups Catégories professionnelles											
Upper level managers Cadres supérieurs	-										
Middle or other managers Cadres intermédiaires et autres cadres	1	1									
Professionals Professionnels	1	1									
Semi-professionals and technicians Semi-professionnels et techniciens	-										
Supervisors Surveillants	-										
Unskilled workers Contremaîtres	1	1									
Clerical workers Employés de bureau	4	-	4								1
Sales workers Employés du secteur de la vente	-										
Service workers Employés du secteur des services	-										
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1									
Semi-skilled manual workers Travailleurs manuels spécialisés	2	2									
Other manual workers Autres travailleurs manuels	2	2									
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS		12	8	4							1

• Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 382 (9-86)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTE: Voir instructions

Form
Formulaire 2 Part A, Page 1
Partie A,

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PLEIN*

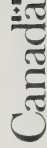
Name of Business: CSP FOODS LTD. Industrial Sector: VEGETABLE OIL MILLS Reporting Period: 19 89

Location-Endroit: ☐ National (Canada) ☒ Province / Territoire (specify) SASKATCHEWAN ☐ Designated CMA (specify) RMR désignée (préciser)

Occupational Groups Catégories professionnelles	Top and bottom of the Maximum et minimum de l'échelle de rémunération Col 1	** Quart	All Employees Tous les salaires			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs		4	1	1	-	-	-	-	-	-	-	-	-	-
		3	-	-	-	-	-	-	-	-	-	-	-	-
		2	1	1	-	-	-	-	-	-	-	-	-	-
Middle or other managers Cadres intermédiaires et autres cadres	70,000+over	1	1	1	-	-	-	-	-	-	-	-	-	-
		4	2	2	-	-	-	-	-	-	-	-	-	-
	65,000-69999	3	1	1	-	-	-	-	-	-	-	-	-	-
Professionals Professionnels		2	7	7	-	-	-	-	-	-	-	-	-	-
		3	7	7	-	-	-	-	-	-	-	-	-	-
	35,000-39999	1	7	7	-	-	-	-	-	-	-	-	-	-
Semi-professionals and technicians Semi-professionnels et techniciens		4	2	2	-	-	-	-	-	-	-	-	-	-
		3	2	2	-	-	-	-	-	-	-	-	-	-
	50,000-54999	2	1	1	-	-	-	-	-	-	-	-	-	-
Supervision Surveillants		1	3	3	-	-	-	-	-	-	-	-	-	-
		4	4	3	1	-	-	-	-	-	-	1	-	-
	85,000-39999	3	4	4	-	-	-	-	-	-	-	1	-	-
Foremen/women Contremaîtres		2	1	1	-	-	-	-	-	-	-	-	-	-
		1	6	1	5	-	-	-	-	-	-	1	-	1
	20,000-22499	4	1	1	-	-	-	-	-	-	-	-	-	-
		3	-	-	-	-	-	-	-	-	-	-	-	-
		2	1	1	-	-	-	-	-	-	-	-	-	-
	30,000-34999	4	1	1	-	-	-	-	-	-	-	-	-	-
		3	1	1	-	-	-	-	-	-	-	-	-	-
		4	2	2	-	-	-	-	-	-	-	-	-	-
	25,000-27499	3	3	3	-	-	-	-	-	-	-	-	-	-
		2	1	1	-	-	-	-	-	-	-	-	-	-
		1	5	5	-	-	-	-	-	-	1	1	-	-
	40,000-44999	3	3	3	-	-	-	-	-	-	-	-	-	-
		2	1	1	-	-	-	-	-	-	-	-	-	-
		1	5	5	-	-	-	-	-	-	-	-	-	-
	30,000-34999	1	5	5	-	-	-	-	-	-	-	-	-	-

Use separate Parts for permanent part-time and temporary employees.
Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires.

** 1 refers to the lowest salary quarter. 4 refers to the highest salary quarter.
1 représente les salaires du quart le moins élevé. 4 représente les salaires du quart le plus élevé.





Employment and Immigration Canada Emploi et Immigration Canada

SASKATCHEWAN – 1989

Form
Formulaire **2** Part A, Page 2
Partie A,

NOTE See instructions
NOTA Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range minimum et maximum de l'échelle de remunération Col 1	Quart ..	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total Col 2	Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Clerical workers Employés de bureau	30,000-34999	4	2	2	-	-	-	-	-	-	-	-	-	-
		3	9	9	-	-	-	-	-	-	-	-	-	1
		2	11	11	-	-	-	-	-	-	-	-	-	-
Sales workers Employés du secteur de la vente	15,000-17499	4	10	10	-	-	-	-	-	-	-	-	-	1
		3	1	1	-	-	-	-	-	-	-	-	-	-
		2	2	2	-	-	-	-	-	-	-	-	-	-
Service workers Employés du secteur des services	30,000-34999	4	2	2	-	-	-	-	-	-	-	-	-	-
		3	-	-	-	-	-	-	-	-	-	-	-	-
		2	-	-	-	-	-	-	-	-	-	-	-	-
Skilled crafts and trades workers Travailleurs qualifiés et artisans	35,000-39999	4	13	13	-	-	-	-	-	-	-	-	-	-
		3	2	2	-	-	-	-	-	-	-	-	-	-
		2	6	6	-	-	-	-	-	-	-	-	-	-
Semi-skilled manual workers Travailleurs manuels spécialisés	25,000-27499	4	4	4	-	-	-	-	-	-	-	-	-	-
		3	8	8	-	-	-	-	-	-	-	-	-	-
		2	2	2	-	-	-	-	-	-	-	-	-	-
Other manual workers Autres travailleurs manuels	25,000-27499	4	20	20	-	-	-	-	2	1	-	-	-	-
		3	45	45	-	-	-	-	1	1	-	-	-	-
		2	-	-	-	-	-	-	1	1	-	-	-	-
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES		1	217	180	37	2	2	-	4	4	-	4	1	3

100P-3873 (9-86) P.2

.. 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PLEIN*

Form Part A
Formulaire Partie A

Name of Business: Nom de l'entreprise:		Industrial Sector: Branches d'activité:		VEGETABLE OIL MILLS											
Location: Endroit		<input type="checkbox"/> National (Canada) National (Canada)		Province / Territory (specify) Province / Territoire (préciser)		SASKATCHEWAN									
SALARY RANGES ECHELLES DE REMUNERATION		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles				
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes		
Under Moins de \$10,000		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12		
\$10,000 - \$14,999		-	-	-	-	-	-	-	-	-	-	-	-		
\$15,000 - \$17,499		1	-	1	-	-	-	-	-	-	1	-	1		
\$17,500 - \$19,999		5	-	5	-	-	-	-	-	-	-	-	-		
\$20,000 - \$22,499		11	2	9	-	-	-	-	-	-	1	-	1		
\$22,500 - \$24,999		13	2	11	-	-	-	-	-	-	-	-	-		
\$25,000 - \$27,499		18	10	8	-	-	-	1	1	-	1	-	1		
\$27,500 - \$29,999		40	38	2	2	2	-	1	1	-	-	-	-		
\$30,000 - \$34,999		81	80	1	-	-	-	2	2	-	1	1	-		
\$35,000 - \$39,999		25	25	-	-	-	-	-	-	-	-	-	-		
\$40,000 - \$49,999		14	14	-	-	-	-	-	-	-	-	-	-		
\$50,000 - \$69,999		7	7	-	-	-	-	-	-	-	-	-	-		
\$70,000 and over et plus		2	2	-	-	-	-	-	-	-	-	-	-		
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES		217	180	37	2	2	-	4	4	-	4	1	3		

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

LMP 1848 (9-86)





Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 4
Part A
Partie A

**PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS A TEMPS PLEIN***

NOTE: See instructions
NOTA: Voir instructions

Name of Business Nom de l'entreprise: CSP FOODS LTD.		Industrial Sector Branche d'activité: VEGETABLE OIL MILLS										
Location-Endroit: <input type="checkbox"/> National (Canada) National (Canada)		Province/Territory (specify) Province/territoire (préciser): SASKATCHEWAN										
Reporting Period: Période de rapport: 19 89												
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total Col. 1	Men Hommes Col. 2	Women Femmes Col. 3	Total Number Nombre total Col. 4	Men Hommes Col. 5	Women Femmes Col. 6	Total Number Nombre total Col. 7	Men Hommes Col. 8	Women Femmes Col. 9	Total Number Nombre total Col. 10	Men Hommes Col. 11	Women Femmes Col. 12
Upper-level managers Cadres supérieurs	-											
Middle or other managers Cadres intermédiaires et autres cadres	-											
Professionals Professionnels	-											
Semi-professionals and technicians Semi-professionnels et techniciens	4	1	3	-			-			1	-	1
Supervisors Surveillants	-											
Foremen/workmen Contremaîtres	6	6	-	-			-			-		
Clerical workers Employés de bureau	6	-	6	-			-			1	-	1
Sales workers Employés du secteur de la vente	1	1	-	-			-			-		
Service workers Employés du secteur des services	-											
Skilled crafts and trades workers Travailleurs qualifiés et artisans	-											
Semi-skilled manual workers Travailleurs manuels spécialisés	-											
Other manual workers Autres travailleurs manuels	3	3	-	-			-			-		
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	20	11	9	-			-			2	-	2

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



NOTE See instructions
NOTA Voir instructions
Name of Business
Nom de l'entreprise:

CSP FOODS LTD.

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PLEIN*

Location/Endroit <input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / Territoire (préciser) SASKATCHEWAN		Industrial Sector Branché d'activité: VEGETABLE OIL MILLS		Reporting Period: Période de rapport: 19 89							
Occupational Groups Catégories professionnelles		Employees promoted (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)						Members of Visible Minorities Membres des minorités visibles					
		All Employees Tous les salariés			Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Total Number Nombre total		Men Hommes		Women Femmes
		Total Number Col 1	Men Col 2	Women Col 3	Total Number Col 4	Men Col 5	Women Col 6	Total Number Col 7	Men Col 8	Women Col 9	Total Number Col 10	Men Col 11	Women Col 12
Upper-level managers Cadres supérieurs		-											
Middle or other managers Cadres intermédiaires et autres cadres		2	2	-	-			-			-		
Professionals Professionnels		-											
Semi-professionals and technicians Semi-professionnels et techniciens		-											
Supervisors Surveillants		1	-	1	-			-			-		
Foremen/women Contremaîtres		1	1	-	-			-			-		
Clerical workers Employés de bureau		3	-	3	-			-			-		
Sales workers Employés du secteur de la vente		-											
Service workers Employés du secteur des services		-											
Skilled crafts and trades workers Travailleurs qualifiés et artisans		3	3	-	-			-			-		
Semi-skilled manual workers Travailleurs manuels spécialisés		2	2	-	-			-			-		
Other manual workers Autres travailleurs manuels		4	4	-	-			-			-		
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS		16	12	4	-			-			-		
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		16	12	4	-			-			-		

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions.
NOTA: Voir instructions

Form
Formulaire **6**
Part A
Partie A

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PLEIN*

Name of Business: Nom de l'entreprise:		CSP FOODS LTD.		Industrial Sector: Branche d'activité:		VEGETABLE OIL MILLS						
Location-Endroit:		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province /territoire (préciser)		SASKATCHEWAN		Reporting Period: Période de rapport:		19 89		
Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs	-											
Middle or other managers Cadres intermédiaires et autres cadres	1	1	-									
Professionals Professionnels	-											
Semi-professionals and technicians Semi-professionnels et techniciens	1	1	-									
Supervisors Surveillants	-											
Unskilled manual workers Contremaîtres	-											
Clerical workers Employés de bureau	3	-	3									
Sales workers Employés du secteur de la vente	-											
Service workers Employés du secteur des services	-											
Skilled crafts and trades workers Travailleurs qualifiés et artisans	-											
Semi-skilled manual workers Travailleurs manuels spécialisés	1	1	-									
Other manual workers Autres travailleurs manuels	4	4	-									
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	10	7	3									

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 18/2 (8-88)

Canada

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**CAMECO-CANADIAN MINING
AND ENERGY CORPORATION**

**CAMECO-CORPORATION
CANADIENNE D'ÉNERGIE ET
D'EXPLOITATION MINIÈRE**

7041

Canada

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Ottawa (Canada) K1A 0S9

NAME OF EMPLOYER		FULL LEGAL NAME		COMMON OR BUSINESS NAME	
CANECO - A CANADIAN MINING ENERGY CORP.		CANECO		CANECO	
ADDRESS		ADDRESS OF PRINCIPAL PLACE OF BUSINESS		MAILING ADDRESS	
122 THIRD AVENUE NORTH SASKATOON, SK. S7K 2H6		122 THIRD AVENUE NORTH SASKATOON, SK. S7K 2H6		122 THIRD AVENUE NORTH SASKATOON, SK. S7K 2H6	
OFFICERS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	
MR. W. A. GATENBY		MR. F. W. LARQUE		MR. F. W. LARQUE	
POSITION		POSITION TITLE		POSITION TITLE	
CHAIRMAN		CHAIRMAN		CHAIRMAN	
INDUSTRIAL		INDUSTRIAL SECTOR 1		INDUSTRIAL SECTOR 1	
METAL MINES		INDUSTRIAL SECTOR 2		INDUSTRIAL SECTOR 2	
INDUSTRIAL SECTOR 3		INDUSTRIAL SECTOR 4		INDUSTRIAL SECTOR 4	
EMPLOYMENT		EMPLOYMENT		EMPLOYMENT	
STATUS		STATUS		STATUS	
CATEGORIES		CATEGORIES		CATEGORIES	
1186		10		33	
TOTAL EMPLOYEES IN CANADA		TOTAL EMPLOYEES IN CANADA		TOTAL EMPLOYEES IN CANADA	
1527		1527		1527	
<p>I, (Name) <u>WILLIAM A. GATENBY</u>, HEREBY CERTIFY ON BEHALF OF (Name of Employer) <u>CANECO - A CANADIAN MINING & ENERGY CORP.</u> THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.</p>					
DATE		DATE		DATE	
MAY 25 1990		MAY 25 1990		MAY 25 1990	
SIGNATURE		SIGNATURE		SIGNATURE	
W. A. Gatenby		F. W. Larque		F. W. Larque	
CORPORATE		CORPORATE		CORPORATE	
SPECIAL		SPECIAL		SPECIAL	

Name of Business:		007041 CAMECO - A CANADIAN		Industrial Sector:		061 METAL MINES		Reporting Period:		1989			
Location:		X National (Canada)		Province/Territory:		Designated CMA							
OCCUPATIONAL GROUPS	Top and bottom of salary range:	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	2	2								1	1
	65000	2	3	3									
	69999	1	5	5									
Middle or other managers	70000 and over	4	7	6	1	1	1	1	1	2	2		
	25000	2	24	23	1	1	1	1	1				
	27499	1	16	9	7	1	1	1	1				
Professionals	70000 and over	4	5	5									
	22500	2	64	55	9	1	1	1	1	4	4		
	24999	1	21	13	8					3	4	1	1
Skilled professionals and technicians	50000	4	11	11	1	1	1	2	2				
	54999	3	52	43	9	1	1	1	1	1	1		
	17500	2	52	41	11	5	1	2	1	1	1		
	19999	1	5	1	4	1	1	1	1				
Supervisors	60000	4	2	2									
	64999	3	7	7									
	27500	2	2	2									
	29999	1	7	7	1	1	1						
Foremen/women	65000	4	12	12									
	69999	3	18	18									
	35000	2	23	23									
	39999	1	23	23				1	1				

Name of Business: Q07041 CAMECO - A CANADIAN		Industrial Sector: 061 METAL MINES		Reporting Period: 1999									
Location: X National (Canada)		Province/Territory		Designated CMA									
OCCUPATIONAL GROUPS	Top and bottom of salary range:	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women				
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	12	4	8								
	39999	3	26	7	19		1						
	17500	2	52	1	34		1	1			1		1
	19999	1	24	1	23								
Sales workers	35000	4	12	4	8								
	39999	3	26	7	19		1						
	17500	2	52	1	34		1	1			1		1
	19999	1	24	1	23								
Service workers	35000	4	12	4	8								
	39999	3	26	7	19		1						
	17500	2	52	1	34		1	1			1		1
	19999	1	24	1	23								
Skilled crafts and trades workers	60000	4	1	1									
	64999	3	116	116									
	27500	2	67	67	5								
	29999	1	67	67	1	1	1	3	3		2	2	
Self-skilled manual workers	45000	4	50	50	4	4	4	2	2				
	49999	3	132	130	2	2	2	1	1				
	25000	2	77	77	7	7	7	1	1				
	27499	1	21	21	6	6	6						
Other manual workers	40000	4	35	34	1	5	5						
	44999	3	91	74	17	9	6	3	1				
	17500	2	42	38	4	10	10						
	19999	1	1	1	1								
TOTAL NUMBER OF EMPLOYEES		1156	1016	170	64	56	8	19	16	3	23	20	3

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: 007041 CARECO - A CANADIAN MININ

Industrial Sector: 061 METAL MINES

Location: X National (Canada) Province/Territory (specify)

Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12												
(\$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	9	0	9	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	15	0	15	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	26	3	23	1	0	1	1	0	1	1	0	0
\$25,000-\$27,499	30	13	17	7	7	0	1	0	1	1	0	1
\$27,500-\$29,999	52	33	19	7	5	2	0	0	0	0	0	0
\$30,000-\$34,999	270	223	47	24	19	5	6	5	1	3	2	1
\$35,000-\$39,999	328	305	23	9	9	0	2	2	0	6	6	0
\$40,000-\$49,999	271	259	12	15	15	0	5	5	0	4	4	0
\$50,000-\$69,999	144	140	4	1	1	0	3	3	0	8	7	1
\$70,000)	41	40	1	0	0	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES	1156	1016	170	64	56	8	19	16	3	23	20	3

Employment and Immigration Canada

Form 4-1 Part A

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business:	00701 CAHECO - A CANADIAN		Industrial Sector:		Oil METAL MINES	
Location:	x National (Canada) Province/Territory (Specify)		Reporting Period:		1989	
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities	
	Total Number	Men	Women	Men	Women	Men
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6
	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0
Middle or other managers	5	5	0	0	0	0
Professionals	8	6	2	0	0	0
Skilled professionals and technicians	7	6	1	0	0	0
Supervisors	3	2	1	0	0	0
Foremen/women	0	0	0	0	0	0
Clerical workers	14	2	12	1	0	1
Sales workers	0	0	0	0	0	0
Service workers	0	0	0	0	0	0
Skilled crafts and trades workers	6	6	0	0	0	0
Semi-skilled manual workers	1	1	0	0	0	0
Other manual workers	4	4	0	2	2	0
TOTAL NUMBER OF EMPLOYEES HIRED	49	35	16	3	2	1

Employment and Immigration Canada

Form 4 Part B

PERMANENT PART-TIME EMPLOYEES HIRCO

Name of Business:		007041 CANECO - A CANADIAN		Industrial Sector:		O&L METAL MINES		Reporting Period: 1989	
Location:		x National (Canada)		Province/Territory (specify)					
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1 : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. 8 : Col. 9 : Col. 10 : Col. 11 : Col. 12									
Upper-level managers	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0
Professionals	1	0	1	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	2	0	2	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED FORM 5 PART A

Name of Business:	007041 CARECO - A CANADIAN		Industrial Sector:		061 METAL MINES			
Location:	X National (Canada) Province/Territory (specify)		Reporting Period:		1986			
Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted								
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Col. 1 : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. 8 : Col. 9 : Col. 10 : Col. 11 : Col. 12								
Upper-level managers	1	1	0	0	0	0	0	0
Middle or other managers	5	4	1	0	0	0	0	0
Professionals	6	3	3	0	0	0	0	0
Skilled professionals and technicians	3	5	3	1	1	0	0	0
Supervisors	2	0	2	0	0	0	0	0
Foremen/women	4	4	0	0	0	0	1	1
Clerical workers	8	0	8	2	0	2	0	0
Sales workers	0	0	0	0	0	0	0	0
Service workers	2	1	1	1	0	1	0	0
Skilled crafts and trades workers	11	11	0	1	1	0	0	2
Semi-skilled manual workers	13	12	1	3	3	0	0	0
Other manual workers	24	22	2	6	6	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	84	63	21	14	11	3	1	2
TOTAL NUMBER OF	2	2	2	2	2	2	2	2

Employment and Immigration Canada

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Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED												Form 9	Part A
Name of Business:	007041 CANECO - A CANADIAN			Province/Territory (specific):			Industrial Sector:			001 METAL MINES			
Location:	X National (Canada)			Province/Territory (specific):			Reporting Period: 1989						
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	6	6	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	18	16	2	0	0	0	0	0	0	0	0	0	
Professionals	44	37	7	2	1	1	2	1	1	2	1	1	
Skilled professionals and technicians	37	29	8	0	0	0	1	1	0	1	1	0	
Supervisors	8	7	1	0	0	0	0	0	0	0	0	0	
Foremen/women	19	19	0	2	2	0	0	0	0	0	0	0	
Clerical workers	32	4	28	1	0	1	0	0	0	1	0	1	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	9	8	1	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	49	49	0	0	0	0	1	1	0	1	1	0	
Semi-skilled manual workers	74	73	1	5	5	0	2	2	0	0	0	0	
Other manual workers	52	41	11	7	5	2	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	368	289	59	17	13	4	6	5	1	5	3	2	

Employment and Immigration Canada

Form 6 Part B

PERMANENT PART-TIME EMPLOYEES TERMINATED

Name of Business: 007041 CARCO - A CANADIAN		Industrial Sector: 061 METAL MINES		Reporting Period: 1989					
Location: X National (Canada) Province/Territory (specify)									
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1: Col. 2: Col. 3: Col. 4: Col. 5: Col. 6: Col. 7: Col. 8: Col. 9: Col. 10: Col. 11: Col. 12									
Upper-level managers	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	0	1	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	2	0	2	0	0	0	0	0	0

Name of Business: 007041 CANECO - A CANADIAN		Industrial Sector: 061 METAL MINES		Reporting Period: 1980								
Location: National (Canada) X Province/Territory 10 ONTARIO		Designated CMA										
OCCUPATIONAL GROUPS	Top and bottom of salary range (A)	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers		4										
		3										
		2										
		1										
Sales workers		4										
		3										
		2										
		1										
Service workers		4										
		3										
		2										
		1										
Skilled crafts and trades workers		6										
		5										
		4										
		3										
		2										
		1										
Unskilled manual workers		6										
		5										
		4										
		3										
		2										
		1										
Other manual workers	22500	4										
	24992	3										
	0	2										
	0	1										
TOTAL NUMBER OF EMPLOYEES		8	1	7								

Employment and Immigration Canada

Form 3 Part A

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Name of Business: 007041 CAMECO - A CANADIAN MININ		Industrial Sector: 061 METAL MINES							
Location: National (Canada/ Province/Territory (specify)) 10 ONTARIO		Reporting Period: 1989							
SALARY RANGES	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1 : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. 8 : Col. 9 : Col. 10: Col. 11: Col. 12									
(\$10,000	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	2	0	2	0	0	0	0	0	0
\$20,000-\$22,499	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	5	0	5	0	0	0	0	0	0
\$25,000-\$27,499	10	5	5	0	0	0	0	0	0
\$27,500-\$29,999	23	18	5	0	0	0	0	0	0
\$30,000-\$34,999	123	103	20	2	1	1	2	2	0
\$35,000-\$39,999	126	117	9	0	0	0	1	1	0
\$40,000-\$49,999	69	64	5	1	1	0	1	0	0
\$50,000-\$69,999	37	35	2	0	0	0	0	0	0
\$70,000)	10	9	1	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	405	351	54	3	2	1	4	4	0

Employment and Immigration Canada

1000

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Name of Business:	007061 CAMECO - A CANADIAN MINING	Industrial Sector:	061 MFIAI MINES
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07061 CAMECO - A CANADIAN MINIM

Name of Business:

Location:	National (Canada)X Province/Territory (specify)	Reporting Period: 1989
	10' ONTARIO	

National (Canada)X Province/Territory (specify) O'NTARIO

Location:

[illegible]

Employment and Immigration Canada

Form 4

Part A

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business:		007041 CANECO - A CANADIAN				Industrial Sector:				GOL METAL MINES			
Location:		National (Canada) X Province/Territory (Specify) 10 ONTARIO				Reporting Period:				1981			
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12													
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	2	1	1	0	0	0	0	0	0	0	0	0	
Self-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	4	4	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES HIRED	7	6	1	0	0	0	0	0	0	0	0	0	

Employment and Immigration Canada

Form 4

Part 2

PERMANENT PART-TIME EMPLOYEES HIRED

Name of Business: 007041 CANECO - A CANADIAN		National (Canada) x Province/Territory (specify) 10 ONTARIO		Industrial Sector: 061 METAL MINES		Reporting Period: 1989			
Location:		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
GROUPS	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Upper-level managers	0	0	0	Col. 1: Col. 2: Col. 3: Col. 4: Col. 5: Col. 6: Col. 7: Col. 8: Col. 9: Col. 10: Col. 11: Col. 12	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0
Professionals	1	0	1	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	1	0	1	0	0	0	0	0	0

Employment and Immigration Canada

Form 5

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Part A

Name of Business:		007041 CAMECO - A CANADIAN		Industrial Sector:		061 METAL MINES			
Location:		National (Canada) x Province/Territory (Specify)		10 ONTARIO		Reporting Period: 1989			
Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)									
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	
Col. 1 : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. 8 : Col. 9 : Col. 10 : Col. 11 : Col. 12									
Upper-level managers	1	1	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	0	0	0	0
Foremen/women	2	2	0	0	0	0	0	0	0
Clerical workers	1	0	1	1	0	1	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	6	4	2	1	0	1	0	0	0
TOTAL NUMBER OF	6	4	2	1	0	1	0	0	0

Employment and Immigration Canada

Form 5

Part A

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business:		007041 CARECO - A CANADIAN				National (Canada) x Province/Territory (specify) 10 ONTARIO				Industrial Sector: 061 METAL MINES				Reporting Period: 1989			
Location:																	
OCCUPATIONAL GROUPS	All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities				
	Total Number	Men	Women		Total Number	Men	Women		Total Number	Men	Women		Total Number	Men	Women		
Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12																	
Upper-level managers	1	1	0		0	0	0		0	0	0		0	0	0		
Middle or other managers	7	7	0		0	0	0		0	0	0		0	0	0		
Professionals	15	13	2		0	0	0		0	0	0		1	0	1		
Semi-professionals and technicians	20	15	5		0	0	0		1	1	0		0	0	0		
Supervisors	1	1	0		0	0	0		0	0	0		0	0	0		
Foremen/women	6	6	0		0	0	0		0	0	0		0	0	0		
Clerical workers	8	2	6		0	0	0		0	0	0		0	0	0		
Sales workers	0	0	0		0	0	0		0	0	0		0	0	0		
Service workers	7	6	1		0	0	0		0	0	0		0	0	0		
Skilled crafts and trades workers	35	35	0		0	0	0		0	0	0		0	0	0		
Semi-skilled manual workers	16	15	1		0	0	0		0	0	0		0	0	0		
Other manual workers	10	8	2		0	0	0		0	0	0		0	0	0		
TOTAL NUMBER OF EMPLOYEES TERMINATED	126	109	17		0	0	0		1	1	0		1	0	1		

Employment and Immigration Canada

Form 6

Part B

PERMANENT PART-TIME EMPLOYEES TERMINATED

Name of Business:	007041 CARECO - A CANADIAN		Industrial Sector:		061 METAL MINES	
Location:	National (Canada) X Province/Territory (specify)		10 ONTARIO		Reporting Period: 1989	
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities	
	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6
Upper-level managers	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0
Professionals	0	0	0	0	0	0
Skilled-professionals and technicians	1	0	1	0	0	0
Supervisors	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0
Service workers	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0
Skilled manual workers	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	1	0	1	0	0	0

Reporting Period: 1939

Designated CMA

[illegible]

Name of Business: 007041 CANECO - A CANADIAN		Industrial Sector: 061 RETAIL MINES		Reporting Period: 1989									
Location: National (Canada) X Province/Territory 17 SASKATCHEWAN		Designated CRA											
OCCUPATIONAL GROUPS	Top and bottom of salary range: A: Total	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
		Men	Women	Men	Women	Men	Women	Men	Women				
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	41	6	2	2								
	35959	31	11	2	9								
	17500	21	24	1	23	1							
	19999	11	23	1	22								
Sales workers	41												
	37												
	21												
	11												
Service workers	30000	41	1	1									
	34599	31											
	30000	21											
	34999	11	1		1	1							
Skilled crafts and trades workers	60000	41	1	1									
	64999	31											
	27500	21	87	87		5	5						
	29999	11	14	16		1	1						
Self-skilled manual workers	45000	41	44	44		4	4						
	49999	31	76	75	1	2	2						
	25000	21	50	50		7	7						
	27499	11	12	12		6	6						
Other manual workers	40000	41	35	34	1	5	5						
	44999	31	71	55	16	8	5						
	17500	21	26	23	3	10	10						
	19999	11	1		1								
TOTAL NUMBER OF EMPLOYEES		781	665	116	61	54	7	15	12	3	21	18	3

Reporting Period: 1989Designated CHA

Employment and Immigration Canada

Form 3 Part A

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Name of Business: 007041 CAHECO - A CANADIAN MININ		Industrial Sector: 661 METAL MINES										
Location: National (Canada) Province/Territory (specify) 17 SASKATCHEWAN		Reporting Period: 1989										
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1 : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. 8 : Col. 9 : Col. 10: Col. 11: Col. 12												
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	7	0	7	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	15	0	15	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	21	3	18	1	0	1	1	0	1	1	0	0
\$25,000-\$27,499	20	8	12	7	7	0	1	0	1	1	1	0
\$27,500-\$29,999	29	15	14	7	5	2	0	0	0	0	0	0
\$30,000-\$34,999	147	120	27	22	18	4	4	3	1	3	2	1
\$35,000-\$39,999	202	183	14	9	9	0	1	1	1	0	6	0
\$40,000-\$49,999	202	195	7	14	14	0	4	4	0	4	4	0
\$50,000-\$69,999	107	105	2	1	1	0	3	3	0	7	6	1
\$70,000)	31	31	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	781	665	116	61	54	7	15	12	3	21	18	3

Name of business:

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Name of business:

Name of Business: 007041 CAMECO - A CANADIAN MININ

UOI METAL MINES

Location:	National (Canada) Province/Territory (specify)	17 SASKATCHEWAN	Reporting Period: 1989

[illegible]

Employment and Immigration Canada

Form 4

Part A

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business:		007041 CAHECO - A CANADIAN				National (Canada) X Province/Territory (Specify)				17 SASKATCHEWAN				Industrial Sector:				061 METAL MINES				Reporting Period: 1989			
Location:																									
OCCUPATIONAL GROUPS		All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities											
		Total Number		Men		Women		Total Number		Men		Women		Total Number		Men		Women							
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12												
Upper-level managers		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Middle or other managers		5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Professionals		6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-professionals and technicians		6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Supervisors		3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Foremen/women		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Clerical workers		14	2	12	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
Sales workers		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Service workers		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers		2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-skilled manual workers		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Other manual workers		4	4	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES HIRED		42	27	15	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED Form "A" Part B

Name of Business: 007041 CARECO - A CANADIAN		Industrial Sector: 061 METAL MINES							
Location: National (Canada) x Province/Territory (specify) 17 SASKATCHEWAN		Reporting Period: 1989							
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col. 1: Col. 2: Col. 3: Col. 4: Col. 5: Col. 6: Col. 7: Col. 8: Col. 9: Col. 10: Col. 11: Col. 12									
Upper-level managers	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0
Self-professionals and technicians	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0
Self-skilled manual workers	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	1	0	1	0	0	0	0	0	0

Employment and Immigration Canada

Form 1

Part A

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Name of Business: 007041 CARECO - A CANADIAN		National (Canada) X Province/Territory (Specify): 17 SASKATCHEWAN		Industrial Sector: 061 METAL MINES								
Location:				Reporting Period: 1989								
Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)												
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	4	3	1	0	0	0	0	0	0	0	0	0
Professionals	6	3	3	0	0	0	0	0	0	0	0	0
Skilled professionals and technicians	8	5	3	1	1	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	2	2	0	0	0	0	1	1	0	0	0	0
Clerical workers	7	0	7	1	0	1	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	2	1	1	1	0	1	0	0	0	0	0	0
Skilled crafts and trades workers	11	11	0	1	1	0	0	0	0	2	2	0
Semi-skilled manual workers	13	12	1	3	3	0	0	0	0	0	0	0
Other manual workers	24	22	2	6	6	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	76	59	19	13	11	2	1	1	0	2	2	0
TOTAL NUMBER OF	20	20	0	12	11	2	1	1	0	3	3	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Part B

Name of Business:	007041 CAHECO - A CANADIAN			National (Canada) x Province/Territory (Specify)			17 KASNAICHEWAN			Industrial Sector:			001 METAL MINES		
Location:													Reporting Period: 1959		
Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)															
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0			
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0			
Professionals	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0			
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0			
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0			
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0			
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0			
Service workers	0	0	0	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES PROMOTED	1	1	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF	1	1	0	0	0	0	0	0	0	0	0	0			

1. LA. NUMBER OF

Employment and Immigration Canada

FORM 5 Part A

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business:		007041 CANECO - A CANADIAN				Industrial Sector:				OIL METAL MINES			
Location:		National (Canada) & Province/Territory (specify):				17 SASKATCHEWAN				Reporting Period: 1993			
OCCUPATIONAL GROUPS	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities						
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women				
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	5	5	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	11	9	2	0	0	0	0	0	0	0	0	0	
Professionals	29	24	5	2	1	1	2	1	1	1	1	0	
Semi-professionals and technicians	17	14	3	0	0	0	0	0	0	0	1	0	
Supervisors	7	6	1	0	0	0	0	0	0	0	0	0	
Foremen/Women	13	13	0	2	2	0	0	0	0	0	0	0	
Clerical workers	26	2	22	1	0	1	0	0	0	0	1	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	2	2	0	0	0	0	0	0	0	0	0	0	
Skilled, crafts and trades workers	14	14	0	0	0	0	1	1	0	0	1	0	
Semi-skilled manual workers	58	58	0	5	5	0	2	2	0	0	0	0	
Other manual workers	42	33	9	7	5	2	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	222	180	42	17	13	4	5	4	1	4	3	1	

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EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



ALBERTA WHEAT POOL

8009

Canada

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SCHEDULE II / ANNEXE II
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form
Formulaire 1

NAME OF EMPLOYER NOM DE L'EMPLOYEUR		FULL LEGAL NAME - NOM LÉGAL AU COMPLET		1 ALBERTA WHEAT POOL		2 ALBERTA WHEAT POOL	
ADDRESS ADRESSE		ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'ÉTAPES NATIONALE PRINCIPALE		3 505 - 2ND STREET S.W.		4 P.O. BOX 2700, STATION "M" CALGARY, ALBERTA T2P 2P5	
OFFICERS AGENTS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE		5 G.J.J. DEWAR		6 W. DEXTER	
POSITION FONCTION		POSITION TITLE - TITRE OU FONCTION		7 INTERIM GENERAL MANAGER		8 MANAGER, RECRUITMENT & MANPOWER PLANNING	
INDUSTRIAL SECTOR(S)		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1		9 GRAIN ELEVATOR HANDLINGS		10 NO. OF EMPLOYEES NOMBRE DE SALARIÉS 1692	
BRANCHES D'ACTIVITÉ		INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2		11		12 NO. OF EMPLOYEES NOMBRE DE SALARIÉS	
EMPLOYMENT STATUS CATEGORIES		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		12		13 NO. OF EMPLOYEES NOMBRE DE SALARIÉS	
CATEGORIES DE SALAIRES		INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4		13		14 NO. OF EMPLOYEES NOMBRE DE SALARIÉS	
CERTIFICATION OF ACCURACY		15 NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN		16 NUMBER OF PERMANENT PART-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL		17 NUMBER OF TEMPORARY EMPLOYEES NOMBRE DE SALARIÉS TEMPORAIRES	
ATTESTATION D'EXACTITUDE		18 1508		19 9		20 175	
CERTIFICATION OF ACCURACY		21 G.J.J. DEWAR		22 HEREBY CERTIFY ON BEHALF OF (Name of employer)		23 ALBERTA WHEAT POOL	
ATTESTATION D'EXACTITUDE		24 DATE: 24/9/90		25 ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)		26	

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTES: VOIR LES INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

14MP 384(18 84)

EXECUTIVE SUMMARY

ALBERTA WHEAT POOL

JANUARY 1 TO DECEMBER 31, 1989

Alberta Wheat Pool continues to fully support the Employment Equity Act and believes it is important to recognize people for their abilities without regard to their differences. We promote Equal Employment as our philosophy.

In our 1988 report we indicated that it was our intent to resurvey our union employees in Vancouver, as we recognized that the initial survey results of 54% participation did not accurately represent our workforce. Subsequently, the Alberta Wheat Pool, in the interests of integrity, undertook to resurvey the entire company including our Vancouver union. Results are reflected in the 1989 report. While the awareness of the Employment Equity initiative at the Alberta Wheat Pool has been advanced, we are still experiencing some constituents who excuse themselves from the self-identification process. Although this action results in an actual lower representation being reported, the Alberta Wheat Pool respects our employees decision to remain anonymous.

1989 brought a number of changes within our organization which will be reflected in this third annual report. With the introduction and implementation of a new Compensation System a realignment of salaries was exercised. As a result, some salaries may be inconsistent with our salaries of our 1988 report and another influencing factor is that in 1989 commissions were eliminated for our Vancouver Union employees.

In 1989, another undertaking was the assigning of the four-digit SOC codes using the Standard Occupational Classification Guide and consulting with the Government Employment Equity Representative to all Alberta Wheat Pool positions. This exercise resulted in a number of changes from our 1988 report in which the 12 occupational groups were used to place our total employee force.

Our focus in 1989 was to increase the integration of the disabled population into the Alberta Wheat Pool workforce. Commitment was made to participate in work experience programs which are developed and designed directly for the disabled. This initiative resulted in advancing the awareness of the skilled disabled workforce for the Alberta Pool and also increased work exposure for the disabled employee groups.

During 1989, Alberta Wheat Pool continued to enhance our relationship with associations representing the designated groups. Direct recruitment was exercised with our Native population through a number of Native Associations.

The Alberta Wheat Pool's Human Resources policies and procedures are administered without discrimination and a strong effort and encouragement is being made for the employment of the four designated groups. Our corporate policy with respect to Employment states:

The Alberta Wheat Pool accepts, supports, and practices the concepts of nondiscrimination pertaining, but not limited to hiring, pay, assignments, promotion, discipline, working conditions, training and benefits, unless required to do so by law, regardless of: race, color, religion, sex, age, national origin, ancestry, marital status, physical or mental handicaps.



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part A, Page 1
Partie A,

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Name of Business: Nom de l'entreprise:		Alberta Wheat Pool		Industrial Sector: Branche d'activité:		GRAIN ELEVATOR HANDLINGS		Reporting Period: Période de rapport:		189			
Location: Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)							
Occupational Groups Catégories professionnelles	Top and bottom of salary range Minimum et Maximum et l'échelle de rémunération	Quarter Quart	Men Hommes	Women Femmes	Total Number Nombre total	Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles			
						Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	\$70,000. AND OVER	4 3	4 3	4 3	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
Middle or other managers Cadres intermédiaires et autres cadres	\$70,000. AND OVER	2 1	1 2	1 2	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
	\$70,000. AND OVER	4 3	6 26	6 25	0 1	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
Professionals Professionnels	\$25,000. AND OVER	2 1	198 269	7 269	3 7	3 7	0 0	2 9	2 9	0 0	2 9	1 1	1 1
	\$27,499. AND OVER	1 4	12 22	12 17	0 5	0 0	0 0	1 1	1 1	0 0	6 5	6 3	0 2
Semi-professionals and technicians Semi-professionnels et techniciens	\$24,999. AND OVER	2 1	29 21	5 16	5 5	0 0	0 0	1 0	1 0	0 0	3 3	3 3	0 0
	\$24,999. AND OVER	1 4	5 6	5 6	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 1	0 0
Supervisors Surveillants	\$50,000. AND OVER	3 2	6 12	6 12	4 12	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
	\$54,999. AND OVER	3 2	7 24	6 12	1 12	0 0	0 0	1 1	1 1	0 0	0 0	0 0	0 2
Foremen/women Contramaîtres	\$27,499. AND OVER	1 4	7 13	1 13	6 6	0 0	0 0	1 0	1 0	0 0	0 0	0 0	0 0
	\$60,000. AND OVER	4 3	13 4	13 4	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
	\$24,999. AND OVER	1 4	42 17	42 16	0 1	0 0	0 0	4 0	4 0	0 0	0 0	0 0	0 0

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

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Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructionsForm
Formulaire 2 Part A, Page 2

Occupational Groups Catégories professionnelles	Top and bottom of salary range Minimum et Maximum de rémunération Col 1	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	\$40,000*	4	1	1	0	0	0	0	0	0	0	0	0	0
	\$44,999*	3	17	8	9	0	0	0	1	0	1	1	0	1
	\$15,000.	2	124	18	106	0	0	0	8	4	4	8	1	7
	\$17,499.	1	106	9	97	1	0	1	1	0	1	4	1	3
Sales workers Employés du secteur de la vente	\$55,000.	4	1	1	0	0	0	0	0	0	0	0	0	0
	\$59,999.	3	1	1	0	0	0	0	0	0	0	0	0	0
	\$35,000.	2	1	1	0	1	1	0	0	0	0	0	0	0
	\$39,999.	1	6	6	0	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	\$22,500.	4	1	0	1	0	0	0	0	0	0	0	0	0
	\$24,999.	3	0	0	0	0	0	0	0	0	0	0	0	0
	\$15,000.	2	0	0	0	0	0	0	0	0	0	0	0	0
	\$17,499.	1	1	1	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifiés et artisans	\$30,000.	4	14	14	0	0	0	0	0	0	0	0	0	0
	\$34,999.	3	15	15	0	0	0	0	0	0	0	0	0	0
	\$20,000.	2	7	7	0	0	0	0	1	1	0	0	0	0
	\$22,499.	1	7	7	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels spécialisés	\$45,000.	4	12	12	0	0	0	0	0	0	0	0	0	0
	\$49,999.	3	40	39	1	0	0	0	1	1	0	0	0	0
	\$20,000.	2	120	119	1	2	2	0	3	3	0	1	1	0
	\$22,499.	1	31	30	1	0	0	0	1	1	0	0	0	0
Other manual workers Autres travailleurs manuels	\$50,000.	4	32	32	0	1	1	0	0	0	0	0	0	0
	\$54,999.	3	92	87	5	1	1	0	2	2	0	1	0	1
	\$17,500.	2	39	39	0	1	1	0	1	1	0	1	1	0
	\$19,999.	1	83	83	0	1	1	0	2	2	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			1,508	1,221	287	15	12	3	43	37	6	43	25	18

* refers to the lowest salary quarter; # refers to the highest salary quarter/

* représente les salaires du quart le moins élevé; # représente les salaires du quart le plus élevé

1400 (3/91) 001/2



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions.
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS À TEMPS PLEIN*

Form
Formulaire **3** Part A
Partie A

Name of Business: Nom de l'entreprise:		Industrial Sector: Branché d'activité:		GRAIN ELEVATOR HANDLINGS											
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		Province / Territory (specify) Province / Territoire (préciser)		Reporting Period: Période de rapport: 19_89									
SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles								
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes						
Under Moins de	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12			
\$10,000 - \$14,999	N/A														
\$15,000 - \$17,499	9	3	6	0	0	0	0	0	0	0	0	0			
\$17,500 - \$19,999	44	9	35	1	0	1	0	0	0	0	0	0			
\$20,000 - \$22,499	94	29	65	0	0	0	2	1	1	4	1	3			
\$22,500 - \$24,999	113	53	60	1	0	1	6	3	3	4	1	3			
\$25,000 - \$27,499	95	62	33	1	1	0	6	5	1	3	1	2			
\$27,500 - \$29,999	104	80	24	1	1	0	3	2	1	3	0	3			
\$30,000 - \$34,999	249	224	25	3	3	0	11	11	0	6	5	1			
\$35,000 - \$39,999	204	189	15	2	1	1	3	3	0	4	3	1			
\$40,000 - \$49,999	418	400	18	5	5	0	9	9	0	12	7	5			
\$50,000 - \$69,999	150	145	5	1	1	0	2	2	0	7	7	0			
\$70,000 and over et plus	28	27	1	0	0	0	1	1	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	1,508	1,221	287	15	12	3	43	37	6	43	25	18			

Use separate Parts for permanent part time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(EMP 1048 (6-84))





Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions
NOTE A. Voir instructions

Name of Business:
Nom de l'entreprise: **ALBERTA WHEAT POOL**

Industrial Sector:
Branche d'activité: **GRAIN ELEVATOR HANDLINGS**

Location/Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)	<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Reporting Period: Période de rapport: 19 89														
				All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles					
				Total Number Nombre total Col. 1	Men Hommes Col. 2	Women Femmes Col. 3	Total Number Nombre total Col. 4	Men Hommes Col. 5	Women Femmes Col. 6	Total Number Nombre total Col. 7	Men Hommes Col. 8	Women Femmes Col. 9	Total Number Nombre total Col. 10	Men Hommes Col. 11	Women Femmes Col. 12			
Occupational Groups Catégories professionnelles																		
Upper-level managers Cadres supérieurs		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermédiaires et autres cadres		16	14	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels		18	15	3	0	0	0	0	0	0	0	0	0	0	2	2	0	0
Semi-professionals and technicians Semi-professionnels et techniciens		5	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors Surveillants		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women Contremaîtres		4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers Employés de bureau		54	6	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers Employés du secteur de la vente		2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services		N/A																
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels spécialisés		6	6	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Other manual workers Autres travailleurs manuels		60	58	2	0	0	0	0	0	0	0	1	1	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED MONTRE TOTAL DE RECRUTEMENTS		171	113	58	0	0	0	2	2	0	0	2	2	0	2	2	0	0

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN*

Form
Formulaire **5** Part A
Partie A

Name of Business: Nom de l'entreprise:		ALBERTA WHEAT POOL		Industrial Sector: Secteur d'activité:		GRAIN ELEVATOR HANDLINGS		Reporting Period: Période de rapport:		19 89				
Location/Endroit:		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)										
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)												
		All Employees Tous les salariés				Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Men Hommes		Women Femmes		Men Hommes		Women Femmes		Men Hommes		Women Femmes		
		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total		
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	
Upper-level managers Cadres supérieurs	1	1	0	0	0	0	0	0	0	0	0	0		
Middle or other managers Cadres intermédiaires et autres cadres	55	52	3	0	0	0	1	1	0	1	1	0		
Professionals Professionnels	14	8	6	0	0	0	1	1	0	0	0	0		
Semi-professionals and technicians Semi-professionnels et techniciens	N/A													
Supervisors Surveillants	3	2	1	0	0	0	0	0	0	0	0	0		
Foremen/women Contremaîtres	11	11	0	0	0	0	1	1	0	0	0	0		
Clerical workers Employés de bureau	31	7	24	0	0	0	1	0	1	2	0	2		
Sales workers Employés du secteur de la vente	1	1	0	0	0	0	0	0	0	0	0	0		
Service workers Employés du secteur des services	N/A													
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1	0	0	0	0	0	0	0	0	0	0		
Semi-skilled manual workers Travailleurs manuels spécialisés	37	37	0	0	0	0	3	3	0	0	0	0		
Other manual workers Autres travailleurs manuels	4	4	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	158	124	34	0	0	0	7	6	1	3	1	2		
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	164	128	36	0	0	0	7	6	1	4	2	2		

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire **6** Part A
Partie A

NOTE: See instructions
NOTE: Voir instructions

Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité:		GRAIN ELEVATOR HANDLINGS											
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (Specify) Province / territoire (préciser)		Reporting Period: Période de rapport: 1919									
Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12			
Upper level managers Cadres supérieurs	2	2	0	0	0	0	0	0	0	0	0	0			
Middle or other managers Cadres intermédiaires et autres cadres	24	24	0	0	0	0	2	2	0	0	0	0			
Professionals Professionnels	7	3	4	0	0	0	0	0	0	1	1	0			
Semi-professionals and technicians Semi-professionnels et techniciens	N/A														
Supervisors Surveillants	1	0	1	0	0	0	0	0	0	0	0	0			
Tradesmen/women Contratants	7	7	0	0	0	0	0	0	0	0	0	0			
Clerical workers Employés de bureau	25	5	20	0	0	0	1	1	0	0	0	0			
Sales workers Employés du secteur de la vente	N/A														
Service workers Employés du secteur des services	1	0	1	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers Travailleurs qualifiés et artisans	2	2	0	0	0	0	0	0	0	0	0	0			
Semi-skilled manual workers Travailleurs manuels spécialisés	15	15	0	0	0	0	0	0	0	0	0	0			
Other manual workers Autres travailleurs manuels	24	24	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	108	82	26	0	0	0	3	3	0	1	1	0			

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 3812 (9-94)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part A, Page 1

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité:		GRAIN ELEVATOR HANDLINGS										Reporting Period: Période de rapport:													
ALBERTA WHEAT POOL				ALBERTA										19_89													
Location Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		ALBERTA		<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)																			
Occupational Groups Catégories professionnelles		Top and bottom of salary range Minimum et maximum de l'échelle de rémunération		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles																	
		Quarter Quart		Men Hommes		Women Femmes		Total Number Nombre total		Men Hommes		Women Femmes		Total Number Nombre total		Men Hommes		Women Femmes									
		Col. 1		Col. 2		Col. 3		Col. 4		Col. 5		Col. 6		Col. 7		Col. 8		Col. 9		Col. 10		Col. 11		Col. 12		Col. 13	
Upper-level managers Cadres supérieurs		4		3		3		0		0		0		0		0		0		0		0		0		0	
		3		3		3		0		0		0		0		0		0		0		0		0		0	
AND OVER		2		1		1		0		0		0		0		0		0		0		0		0		0	
Middle or other managers Cadres intermédiaires et autres cadres		4		6		6		0		0		0		0		0		0		0		0		0		0	
		3		18		17		1		0		0		0		1		1		0		1		1		0	
		2		196		189		7		3		3		0		2		2		0		2		1		1	
		2		269		264		5		0		0		0		8		8		0		1		1		0	
Professionals Professionnels		4		11		11		0		0		0		0		1		1		0		6		6		0	
		3		21		16		5		0		0		0		0		0		0		4		4		2	
		2		28		19		9		0		0		0		1		1		0		3		3		0	
		2		18		14		4		0		0		0		0		0		0		2		2		0	
Semi-professionals and technicians Techniciens		4		2		2		0		0		0		0		0		0		0		0		0		0	
		3		7		3		4		0		0		0		0		0		0		2		2		0	
		2		5		3		2		0		0		0		0		0		0		0		0		0	
		1		4		0		4		1		0		1		0		0		0		0		0		0	
Supervisors Surveillants		4		2		2		0		0		0		0		0		0		0		0		0		0	
		3		7		6		1		0		0		0		1		1		0		0		0		0	
		2		24		12		12		1		0		1		1		1		0		2		2		0	
		1		11		5		6		0		0		0		1		1		0		0		0		0	
Foremen/Women Contratiers		4		12		11		1		0		0		0		1		1		0		0		0		0	
		3		7		7		0		0		0		0		0		0		0		0		0		0	
		2		31		31		0		0		0		0		4		4		0		0		0		0	
		1		13		13		0		1		1		0		0		0		0		0		0		0	

* Use separate Parts for permanent part-time and temporary employees.
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé





Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part A, Page 2

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de remunération		All Employees Tous les salariés		Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Col 1	Col 2	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
			Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	\$40,000 -	4	1	0	0	0	0	0	0	0	0	0	0
	\$44,999 -	3	6	7	0	0	0	1	0	1	1	0	1
	\$15,000 -	2	108	92	0	0	0	7	4	3	6	1	5
	\$17,499 -	2	97	88	0	0	0	1	0	1	3	1	2
Sales workers Employés du secteur de la vente	\$55,000 -	4	1	0	0	0	0	0	0	0	0	0	0
	\$59,999 -	3	1	0	0	0	0	0	0	0	0	0	0
	\$35,000 -	2	1	0	0	1	0	0	0	0	0	0	0
	\$39,999 -	1	6	0	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	\$22,500 -	4	1	1	0	0	0	0	0	0	0	0	0
	\$24,999 -	3	0	0	0	0	0	0	0	0	0	0	0
	\$15,000 -	2	0	0	0	0	0	0	0	0	0	0	0
	\$17,499 -	1	1	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifiés et artisans	\$40,000 -	4	2	0	0	0	0	0	0	0	0	0	0
	\$44,999 -	3	3	0	0	0	0	1	1	0	0	0	0
	\$20,000 -	2	7	0	0	0	0	0	0	0	0	0	0
	\$22,499 -	1	3	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels spécialisés	\$40,000 -	4	7	0	0	0	0	0	0	0	0	0	0
	\$44,999 -	3	90	1	1	1	0	0	0	0	0	0	0
	\$20,000 -	2	77	76	1	1	0	3	3	0	1	1	0
	\$22,499 -	1	12	11	0	0	0	1	1	0	0	0	0
Other manual workers Autres travailleurs manuels	\$35,000 -	4	27	0	0	0	0	1	1	0	0	0	0
	\$39,999 -	3	26	0	1	1	0	0	0	0	1	1	0
	\$17,500 -	2	43	0	1	1	0	2	2	0	0	0	0
	\$19,999 -	1	51	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			1,279	1,026	11	9	2	40	35	5	35	22	13

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions
Nom de l'entreprise

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS A TEMPS PARTIEL*

Form
Formulaire 2 Part B, Page 1
Reporting Period:
Période de rapport: 1989

Name of Business Nom de l'entreprise		ALBERTA WHEAT POOL		Industrial Sector Branches d'activité		GRAIN ELEVATOR HANDLINGS		Designated CMA (specify) RMI désignée (préciser)						
Location Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		Province / Territoire (préciser)		ALBERTA								
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de revenu de remunération	Quarter Quartier	All employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper level managers Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres	\$17,500.	4	1		1									
	\$19,999.	3												
	\$15,000.	2												
	\$17,499.	1												
Professionals Professionnels		4												
		3												
		2												
		1												
Senior professionals and technicians Senior professionnels et techniciens	\$10,000.	4												
	\$12,499.	3												
	\$10,000.	2												
	\$12,499.	1												
Supervisors Surveillants		4												
		3												
		2												
		1												
Foremen/women Contramaîtres		4												
		3												
		2												
		1												

• Use separate Parts for permanent full time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

• 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter!
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part B, Page 2
Partie B, Page 2

Occupational Groups Catégories professionnelles	Top and bottom of salary range l'échelle de remunération Col 1	Quartier Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles					
			Men Hommes		Women Femmes	Men Hommes		Women Femmes	Men Hommes		Women Femmes	Men Hommes		Women Femmes			
			Total Number Nombre total	Col 2	Col 3	Col 4	Total Number Nombre total	Col 5	Col 6	Col 7	Total Number Nombre total	Col 8	Col 9	Col 10	Total Number Nombre total	Col 11	Col 12
Clerical workers Employés de bureau	\$12,500. \$14,999. \$10,000. \$12,499.	4 3 2 1	0 3 3 0	0 3 3 0													
Sales workers Employés du secteur de la vente		4 3 2 1															
Service workers Employés du secteur des services		4 3 2 1															
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4 3 2 1															
Semi-skilled manual workers Travailleurs manuels spécialisés		4 3 2 1															
Other manual workers Autres travailleurs manuels		4 3 2 1															
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS		**	9		9												

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter.
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 3 Part A
Partie A

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Location/Endroit: ALBERTA WHEAT POOL		Industrial Sector: Branches d'activité: GRAIN ELEVATOR HANDLINGS		Reporting Period: Période de rapport: 19 89								
<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser) ALBERTA										
SALARY RANGES ECHELLES DE REMUNERATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de \$10,000	N/A											
\$10,000 - \$14,999	N/A											
\$15,000 - \$17,499	8	3	5	0	0	0	0	0	0	0	0	0
\$17,500 - \$19,999	41	9	32	0	0	0	0	0	0	0	0	0
\$20,000 - \$22,499	89	29	60	0	0	0	2	1	1	3	1	2
\$22,500 - \$24,999	109	51	58	1	0	1	6	3	3	4	1	3
\$25,000 - \$27,499	85	61	24	1	1	0	5	5	0	3	1	2
\$27,500 - \$29,999	95	75	20	1	1	0	3	2	1	1	0	1
\$30,000 - \$34,999	241	218	23	3	3	0	11	11	0	5	4	1
\$35,000 - \$39,999	181	168	13	1	0	1	3	3	0	4	3	1
\$40,000 - \$49,999	285	273	12	3	3	0	7	7	0	8	5	3
\$50,000 - \$69,999	120	115	5	1	1	0	2	2	0	7	7	0
\$70,000 and over et plus	25	24	1	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	1,279	1,026	253	11	9	2	40	35	5	35	22	13

EMP 1004 (9-84)

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires





Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS À TEMPS PARTIEL*

Form
Formulaire **3** Part B
Partie B

Name of Business: Nom de l'entreprise		ALBERTA WHEAT POOL		Industrial Sector: Branche d'activité		GRAIN ELEVATOR HANDLINGS						
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (Locality) Province / Territoire (premier)		ALBERTA						
Reporting Period: Période de rapport: 19 89												
SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Under Moins de	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
\$2,500												
\$2,500 - \$4,999												
\$5,000 - \$7,499												
\$7,500 - \$9,999												
\$10,000 - \$12,499	5		5									
\$12,500 - \$14,999	2		2									
\$15,000 - \$17,499	1		1									
\$17,500 - \$19,999	1		1									
\$20,000 - \$24,999												
\$25,000 - \$29,999												
\$30,000 - \$39,999												
\$40,000 - \$49,999												
\$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	9		9									

* Use separate Parts for permanent full time and temporary employees
* Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires

130P (845) (8-88)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire

Part A
Partie A

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions
NOTA: Voir instructions

Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité:		GRAIN ELEVATOR HANDLINGS										Reporting Period: Période de rapport:		19 89			
Location: Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		ALBERTA													
Occupational Groups Catégories professionnelles		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles								
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes						
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12						
Upper-level managers Cadres supérieurs	1	1		0	0	0	0	0	0	0	0	0	0						
Middle or other managers Cadres intermédiaires et autres cadres	15	13		2	0	0	0	0	0	0	0	0	0						
Professionals Professionnels	17	14		3	0	0	0	0	0	0	2	2	0						
Semi-professionals and technicians Semi-professionnels et techniciens	3	1		2	0	0	0	0	0	0	0	0	0						
Supervisors Surveillants	1	0		1	0	0	0	0	0	0	0	0	0						
Foremen/women Contramaîtres	3	3		0	0	0	0	0	0	0	0	0	0						
Clerical workers Employés de bureau	48	6		42	0	0	0	0	0	0	0	0	0						
Sales workers Employés du secteur de la vente	2	2		0	0	0	0	0	0	0	0	0	0						
Service workers Employés du secteur des services	N/A																		
Skilled crafts and trades workers Travailleurs qualifiés et artisans	4	4		0	0	0	0	0	0	0	0	0	0						
Semi-skilled manual workers Travailleurs manuels spécialisés	6	6		0	0	0	0	1	1	0	0	0	0						
Other manual workers Autres travailleurs manuels	43	43		0	0	0	0	1	1	0	0	0	0						
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	143	93		50	0	0	0	2	2	0	2	2	0						

* Separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(IMP. 3810 (8-84))





Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS A TEMPS PARTIEL*

Form
Formulaire **4** Part B
Partie B

Location: Endroit ALBERTA WHEAT POOL		Industrial Sector: Branch: d'activité		GRAIN ELEVATOR HANDLINGS				Reporting Period: Période de rapport 1st Q						
<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser) ALBERTA												
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles						
		Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12	
Upper level managers Cadres supérieurs														
Middle or other managers Cadres intermédiaires et autres cadres		1		1										
Professionals Professionnels														
Semi-professionals and technicians Semi-professionnels et techniciens														
Supervisors Surveillants														
Women/women Contremaîtres														
Clerical workers Employés de bureau														
Sales workers Employés du secteur de la vente														
Service workers Employés du secteur des services														
Skilled crafts and trades workers Travailleurs qualifiés et artisans														
Semi-skilled manual workers Travailleurs manuels spécialisés														
Other manual workers Autres travailleurs manuels														
TOTAL NUMBER OF EMPLOYEES HIRED MONTRE TOTAL DE RECRUTEMENTS		1		1										

* Use separate Parts for permanent full-time and temporary employees
* Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires

1400 (09/98) (9-86)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire **5** Part A
Partie A

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

ALBERTA WHEAT POOL

Industrial Sector:
Branché d'activité:

GRAIN ELEVATOR HANDLINGS

Location/Endroit

☐ National (Canada)
National (Canada)

☒ Province/Territory (specify)
Province/territoire (préciser)

ALBERTA

Reporting Period:
Période de rapport:

19 89

Occupational Groups Catégories professionnelles	Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salarisés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees Tous les salariés						Aboriginal Peoples Autochtones					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres supérieurs	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermédiaires et autres cadres	54	51	3	0	0	0	1	1	0	1	1	0
Professionals Professionnels	13	8	5	0	0	0	1	1	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens	N/A											
Supervisors Surveillants	3	2	1	0	0	0	0	0	0	0	0	0
Foremen/women Contramaîtres	10	10	0	0	0	0	1	1	0	0	0	0
Clerical workers Employés de bureau	26	6	20	0	0	0	1	0	1	1	0	1
Sales workers Employés du secteur de la vente	1	1	0	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	N/A											
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels spécialisés	34	34	0	0	0	0	3	3	0	0	0	0
Other manual workers Autres travailleurs manuels	4	4	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	147	118	29	0	0	0	7	6	1	2	1	1
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	152	121	31	0	0	0	7	6	1	2	1	1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form
Formulaire **5** Part B
Partie B

ALBERTA WHEAT POOL

Industrial Sector:
Branche d'activité:

GRAIN ELEVATOR HANDLINGS

Location/Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)	<input checked="" type="checkbox"/> Province/Territory (specify) Province/territoire (préciser)	ALBERTA		Reporting Period: Période de rapport: 19 89							
Occupational Groups Catégories professionnelles	Employees promoted (Les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/supervisors Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	N/A	--	N/A									
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	N/A	--	N/A									

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1400 (884) (9-86)

Canada



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NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire **6** Part A
Partie A

Name of Business Nom de l'entreprise:		Industrial Sector: Branché d'activité:		GRAIN ELEVATOR HANDLINGS									
Location-Endroit:		<input type="checkbox"/> National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser)		ALBERTA		Reporting Period: Période de rapport: 19 89					
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles						
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes				
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	
Upper-level managers Cadres supérieurs	2	2	0	0	0	0	0	0	0	0	0	0	
Middle or other managers Cadres intermédiaires et autres cadres	22	22	0	0	0	0	2	2	0	0	0	0	
Professionals Professionnels	6	3	3	0	0	0	0	0	0	1	1	0	
Semi-professionals and technicians Semi-professionnels et techniciens	N/A												
Supervisors Surveillants	1	0	1	0	0	0	0	0	0	0	0	0	
Firemen/women Confermiers	5	5	0	0	0	0	0	0	0	0	0	0	
Clerical workers Employés de bureau	22	5	17	0	0	0	1	1	0	0	0	0	
Sales workers Employés du secteur de la vente	N/A												
Service workers Employés du secteur des services	1	0	1	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers Travailleurs qualifiés et artisans	N/A												
Semi-skilled manual workers Travailleurs manuels spécialisés	13	13	0	0	0	0	0	0	0	0	0	0	
Other manual workers Autres travailleurs manuels	18	18	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CÉSSATIONS DE FONCTIONS	90	68	22	0	0	0	3	3	0	1	1	0	

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 3872 (9-86)



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

**PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS À TEMPS PARTIEL***

Form
Formulaire **6** Part B
Partie B

Name of Business Nom de l'entreprise		Industrial Sector Branché d'activité		GRAIN ELEVATOR HANDLINGS									
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (specify) Province/Territoire (préciser) ALBERTA		Reporting Period Période de rapport: 19 89							
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles						
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes				
Upper level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Women/women Contratantes													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	N/A	--	--	--	--	--	--	--	--	--	--	--	

1 MP 3807 (9 84)

* Use separate Parts for permanent full-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part A, Page 1
Partie A,

**OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PLEIN***

Name of Business Nom de l'entreprise		ALBERTA WHEAT POOL		Industrial Sector Branches d'activité		GRAIN ELEVATOR HANDLINGS		Reporting Period Période de rapport: 19 89					
Location: Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (specify) Province/territoire (préciser)		BRITISH COLUMBIA		<input type="checkbox"/> Designated CMA (specify) RMM désignée (préciser)					
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles				
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper level managers Cadres supérieurs		4	0	0	0	0	0	0	0	0	0	0	0
	\$70,000+ AND OVER	3	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermédiaires et autres cadres		2	0	0	0	0	0	0	0	0	0	0	0
	\$70,000+ AND OVER	1	5	5	0	0	0	0	0	0	0	0	0
Professionals Professionnels		3	5	5	0	0	0	0	0	0	0	0	0
	\$35,000+ AND OVER	2	4	4	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens		1	7	5	2	1	1	0	1	0	1	0	1
	\$55,000+ AND OVER	4	1	1	0	0	0	0	0	0	0	0	0
Supervisors Surveillants		3	1	1	0	0	0	0	0	0	1	1	0
	\$39,999+ AND OVER	1	2	1	1	0	0	0	0	0	1	1	0
Foremen/Women Contramaîtres		4	1	1	0	0	0	0	0	0	0	0	0
	\$45,000+ AND OVER	3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
	\$49,999+ AND OVER	1	1	0	1	0	0	0	0	0	0	0	0
		3	3	3	0	0	0	0	0	0	0	0	0
	\$60,000+ AND OVER	4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
	\$50,000+ AND OVER	2	2	2	0	0	0	0	0	0	0	0	0
		1	8	8	0	0	0	0	0	0	0	0	0
	\$54,999+ AND OVER	1	1	1	0	0	0	0	0	0	0	0	0

* Use salary parts for permanent part time and temporary employees
* Utilisez les salaires parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter. 4 refers to the highest salary quarter.
1 représente les salaires du quart le moins élevé. 4 représente les salaires du quart le plus élevé





Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part A, Page 2NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum michelle de rémunération	Quart Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	\$30,000. \$34,999. \$17,500. \$19,999.	4 3 2 1	5 8 5 4	2 1 1 0	3 7 4 4	0 0 0 0	0 0 0 0	0 0 0 0	0 1 0 0	0 0 0 0	0 1 0 0	1 1 0 1	0 0 0 0	1 1 0 1
Sales workers Employés du secteur de la vente	N/A	4												
Service workers Employés du secteur des services	N/A	4 3 2												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	\$50,000. \$54,999. \$35,000. \$39,999.	4 3 2 1	2 14 8 4	2 14 8 4	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
Semi-skilled manual workers Travailleurs manuels spécialisés	\$45,000. \$49,999. \$25,000. \$27,499.	4 3 2 1	10 1 2 4	10 1 2 4	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
Other manual workers Autres travailleurs manuels	\$50,000. \$54,999. \$22,500. \$24,999.	4 3 2 1	17 67 14 1	17 64 12 1	0 3 2 0	0 2 0 0	0 2 0 0	0 0 0 0	0 1 0 0	0 1 0 0	0 0 0 0	1 1 0 0	0 0 0 0	0 1 0 5
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			217	190	27	3	3	0	3	2	1	8	3	5

** 1 refers to the lowest salary quarter. 4 refers to the highest salary quarter/

1 représente les salaires du quart le moins élevé. 4 représente les salaires du quart le plus élevé

1400 (381) (8-861) 7

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Name of Business
Nom de l'entreprise

ALBERTA WHEAT POOL

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS À TEMPS PLEIN*

Form
Formulaire **3**
Part A
Partie A

Industrial Sector
Branché d'activité:

GRAIN ELEVATOR HANDLINGS

Location-Endroit

☐ National (Canada)
National (Canada)

☒ Province / Territory (specify)
Province / Territoire (préciser)

BRITISH COLUMBIA

Reporting Period
Période de rapport: 19 89

SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Under Moins de \$10,000	N/A							
\$10,000 - \$14,999	N/A							
\$15,000 - \$17,499	N/A							
\$17,500 - \$19,999	2	0	2	0	0	0	0	0
\$20,000 - \$22,499	3	0	3	0	0	0	0	0
\$22,500 - \$24,999	4	2	2	0	0	0	0	0
\$25,000 - \$27,499	8	1	7	0	0	0	1	0
\$27,500 - \$29,999	8	5	3	0	0	0	0	0
\$30,000 - \$34,999	6	4	2	0	0	0	0	0
\$35,000 - \$39,999	23	21	2	1	1	0	0	0
\$40,000 - \$49,999	133	127	6	2	2	0	2	2
\$50,000 - \$69,999	27	27	0	0	0	0	0	0
\$70,000 and over et plus	3	3	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	217	190	27	3	3	0	3	5

Use separate Parts for permanent part time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(IMP 1048 (9-89))





Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS A TEMPS PLEIN*

NOTE: See instructions
NOTA: Voir instructions

Name of Business
Nom de l'entreprise:

ALBERTA WHEAT POOL

☐ National (Canada)
National (Canada)



Province/Territory (specify)
Province/territoire (préciser)

BRITISH COLUMBIA

Industrial Sector
Branche d'activité:

GRAIN ELEVATOR HANDLINGS

Reporting Period:
Période de rapport:

1989

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres supérieurs	N/A											
Middle or other managers Cadres intermédiaires et autres cadres	1	1	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	N/A											
Semi-professionals and technicians Semi-professionnels et techniciens	2	2	0	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	N/A											
Furniture/women Contratantes	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers Employés de bureau	5	0	5	0	0	0	0	0	0	0	0	0
Sales workers Employés du secteur de la vente	N/A											
Service workers Employés du secteur des services	N/A											
Skilled crafts and trades workers Travailleurs qualifiés et artisans	N/A											
Semi-skilled manual workers Travailleurs manuels spécialisés	N/A											
Other manual workers Autres travailleurs manuels	17	15	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	26	19	7	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire **5** Part A
Partie A

ALBERTA WHEAT POOL		Industrial Sector Branche d'activité		GRAIN ELEVATOR HANDLINGS																					
Location: Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		BRITISH COLUMBIA		Reporting Period: Période de rapport:		1989															
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational group to which or within which they have been last promoted) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)																							
		All Employees Tous les salariés		Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles															
		Men Hommes		Women Femmes		Total Number Nombre total		Men Hommes		Women Femmes		Total Number Nombre total		Men Hommes		Women Femmes									
		Col 1		Col 2		Col 3		Col 4		Col 5		Col 6		Col 7		Col 8		Col 9		Col 10		Col 11		Col 12	
Upper level managers Cadres supérieurs		N/A																							
Middle or other managers Cadres intermédiaires et autres cadres		1		1		0		0		0		0		0		0		0		0		0		0	
Professionals Professionnels		1		0		1		0		0		0		0		0		0		0		0		0	
Semi-professionals and technicians Semi-professionnels et techniciens		N/A																							
Supervisors Surveillants		N/A																							
Foremen/women Contremaîtres		1		1		0		0		0		0		0		0		0		0		0		0	
Clerical workers Employés de bureau		5		1		4		0		0		0		0		0		0		1		0		1	
Sales workers Employés du secteur de la vente		N/A																							
Service workers Employés du secteur des services		N/A																							
Skilled crafts and trades workers Travailleurs qualifiés et artisans		N/A																							
Semi-skilled manual workers Travailleurs manuels spécialisés		3		3		0		0		0		0		0		0		0		0		0		0	
Other manual workers Autres travailleurs manuels		N/A																							
TOTAL NUMBER OF EMPLOYEES PROMOTED MONTRE TOTAL DE SALARIÉS PROMUS		11		6		5		0		0		0		0		0		0		1		0		1	
TOTAL NUMBER OF PROMOTIONS MONTRE TOTAL D'AVANCEMENTS		12		7		5		0		0		0		0		0		0		1		0		1	

Use separate Parts for permanent part time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

130P (886) (3-84)





Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire **6** Part A
Partie A

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

ALBERTA WHEAT POOL

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Industrial Sector:
Branche d'activité:

GRAIN ELEVATOR HANDLINGS

Location-Endroit

☐ National (Canada)
National (Canada)

☒ Province/Territory (specify)
Province/territoire (préciser)

BRITISH COLUMBIA

Reporting Period:
Période de rapport:

19 89

	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	N/A											
Middle or other managers Cadres intermédiaires et autres cadres	2	2	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	1	0	1	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens	N/A											
Supervisors Surveillants	N/A											
Firemen/women Contremaîtres	2	2	0	0	0	0	0	0	0	0	0	0
Clerical workers Employés de bureau	3	0	3	0	0	0	0	0	0	0	0	0
Sales workers Employés du secteur de la vente	N/A											
Service workers Employés du secteur des services	N/A											
Skilled crafts and trades workers Travailleurs qualifiés et artisans	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels spécialisés	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	6	6	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	18	14	4	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

IMP 1817 (8-94)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part A, Page 1

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS A TEMPS PLEIN*

Name of Business: Nom de l'entreprise:		ALBERTA WHEAT POOL		Industrial Sector: Branché de l'activité:		GRAIN ELEVATOR HANDLINGS		Reporting Period: Période de rapport:		19 89		
Location: Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		ALBERTA		Designated CMA (specify) Région désignée (préciser)		CALGARY		
Occupational Groups Catégories professionnelles	Top and bottom maximum minimum de la échelle de rémunération Col 1	Quarter Quart Col 2	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Designated CMA (specify) Région désignée (préciser)		Members of Visible Minorities Membres des minorités visibles	
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
	4	3	3	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermédiaires et autres cadres	\$70,000.	3	3	0	0	0	0	0	0	0	0	0
	AND OVER	2	1	0	0	0	0	0	0	0	0	0
Professionals Professionnels	\$70,000.	4	6	0	0	0	0	0	0	0	0	0
	AND OVER	3	10	9	1	0	0	0	0	0	1	1
Semi-professionals and technicians	\$25,000.	2	52	45	7	0	0	0	0	0	2	2
	\$27,499.	1	23	18	5	0	0	0	0	0	0	0
Supervisors Surveillants	\$60,000.	4	11	11	0	0	0	1	1	0	6	6
	\$64,999.	3	21	16	5	0	0	0	0	0	4	4
Foremen/women Contramaîtres	\$22,500.	2	20	12	8	0	0	0	0	0	3	3
	\$24,999.	1	18	14	4	0	0	0	0	0	2	2
Supervisors Surveillants	\$40,000.	4	1	1	0	0	0	0	0	0	0	0
	\$44,999.	3	3	3	0	0	0	0	0	0	2	2
Foremen/women Contramaîtres	\$25,000.	2	4	3	1	0	0	0	0	0	0	0
	\$27,499.	1	1	0	1	0	0	0	0	0	0	0
Supervisors Surveillants	\$50,000.	4	2	2	0	0	0	0	0	0	0	0
	\$54,999.	3	7	6	1	1	1	1	1	0	2	2
Foremen/women Contramaîtres	\$25,000.	2	21	9	12	1	1	1	1	0	0	0
	\$27,499.	1	10	4	6	0	0	0	0	0	0	0
Foremen/women Contramaîtres	\$40,000.	4	3	3	0	0	0	0	0	0	0	0
	\$44,999.	3	0	0	0	0	0	0	0	0	0	0
Foremen/women Contramaîtres	\$30,000.	2	0	0	0	0	0	0	0	0	0	0
	\$34,999.	1	2	2	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé





Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part B, Page 2
Partie B, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom salary range Minimum et maximum de l'échelle de remunération Col 1	Quar- ter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	\$40,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	\$44,999 -	3	13	6	7	0	0	0	1	0	1	1	0	1
	\$15,000 -	2	79	13	66	0	0	0	4	3	1	6	1	5
	\$17,499 -	1	34	7	27	0	0	0	1	0	1	1	1	2
Sales workers Employés du secteur de la vente	\$55,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	\$59,999 -	3	1	1	0	0	0	0	0	0	0	0	0	0
	\$35,000 -	2	1	1	0	1	1	0	0	0	0	0	0	0
	\$39,999 -	1	4	4	0	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	\$22,500 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	\$24,999 -	3	0	0	0	0	0	0	0	0	0	0	0	0
	\$15,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	\$17,499 -	1	1	0	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades Travailleurs qualifiés et artisans	\$40,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	\$44,999 -	3	2	2	0	0	0	0	1	1	0	0	0	0
	\$20,000 -	2	7	7	0	0	0	0	0	0	0	0	0	0
	\$22,499 -	1	3	3	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels Spécialisés	\$35,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	\$39,999 -	3	0	0	0	0	0	0	0	0	0	0	0	0
	\$20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	\$22,499 -	1	1	0	1	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	\$25,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	\$27,499 -	3	0	0	0	0	0	0	0	0	0	0	0	0
	\$25,000 -	2	4	4	0	0	0	0	0	0	0	0	0	0
	\$27,499 -	1	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			383	229	154	2	1	1	11	8	3	33	20	13

1 MAY 1994 (13-84) 7

0 0 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part A, Page 1
Partie A

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

ALBERTA WHEAT POOL		Name of Business: Nom de l'entreprise		Industrial Sector: Branché d'activité		GRAIN ELEVATOR HANDLINGS		Reporting Period: Période de rapport: 19 89					
Location/Endroit		National (Canada) National (Canada)		Province/Territory (specify) Province/territoire (préciser)		BRITISH COLUMBIA		Designated CMA (specify) RMM désignée (préciser)					
								VANCOUVER					
Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles				
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes		
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper level managers Cadres supérieurs		4	0	0	0	0	0	0	0	0	0	0	0
	\$70,000 + AND OVER	3	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermédiaires et autres cadres		1	1	1	0	0	0	0	0	0	0	0	0
	\$70,000 + AND OVER	5	5	5	0	0	0	0	0	0	0	0	0
	\$40,000 + AND OVER	3	3	3	0	0	0	0	0	0	0	0	0
	\$44,999	1	3	1	2	0	0	0	0	0	1	0	1
Professionals Professionnels		4	1	1	0	0	0	0	0	0	0	0	0
	\$55,000 + AND OVER	1	1	1	0	0	0	0	0	0	1	0	1
	\$59,999	3	1	1	0	0	0	0	0	0	1	0	1
	\$30,000 + AND OVER	2	0	0	0	0	0	0	0	0	0	0	0
	\$34,999	1	2	1	1	0	0	0	0	0	1	0	1
Semi-professionals and technicians Semi-professionnels et techniciens		4	1	1	0	0	0	0	0	0	0	0	0
	\$55,000 + AND OVER	3	1	1	0	0	0	0	0	0	0	0	0
	\$59,999	3	1	1	0	0	0	0	0	0	0	0	0
	\$40,000 + AND OVER	2	5	5	0	0	0	0	0	0	1	0	1
	\$44,999	1	3	3	0	0	0	0	0	0	0	0	0
	\$45,000 + AND OVER	4	1	1	0	0	0	0	0	0	0	0	0
	\$49,999	3	0	0	0	0	0	0	0	0	0	0	0
	\$45,000 + AND OVER	2	0	0	0	0	0	0	0	0	0	0	0
	\$49,999	1	1	1	0	0	0	0	0	0	0	0	0
Supervisors Surveillants		4	3	3	0	0	0	0	0	0	0	0	0
	\$60,000 + AND OVER	4	3	3	0	0	0	0	0	0	0	0	0
	\$64,999	3	0	0	0	0	0	0	0	0	0	0	0
	\$50,000 + AND OVER	2	2	2	0	0	0	0	0	0	0	0	0
	\$54,999	1	8	8	0	0	0	0	0	0	0	0	0

Use separate Parts for permanent part-time and temporary employees.

* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires.

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et Minimum de l'échelle de remunération Col 1	** Quartier Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	\$30,000 - \$34,999 \$17,500 - \$19,999	4 3 2 1	5 8 5 4	2 1 1 0	3 7 4 4	0 0 0 0	0 0 0 0	0 0 0 0	0 1 0 0	0 0 0 0	0 1 0 0	1 1 0 1	0 0 0 0	1 1 0 1
Sales workers Employés du secteur de la vente	N/A	4 3 2 1												
Service workers Employés du secteur des services	N/A	4 3 2 1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	\$50,000 - \$54,999 \$35,000 - \$39,999	4 3 2 1	2 14 8 4	2 14 8 4	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
Semi-skilled manual workers Travailleurs manuels spécialisés	\$45,000 - \$49,999 \$40,000 - \$44,999	4 3 2 1	3 2 3 3	3 2 3 3	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
Other manual workers Autres travailleurs manuels	\$50,000 - \$54,999 \$35,000 - \$39,999	4 3 2 1	4 19 51 24	4 19 50 20	0 0 1 4	0 0 2 0	0 0 2 0	0 0 0 0	0 0 1 0	0 0 1 0	0 0 0 0	0 0 1 0	0 0 0 3	0 0 1 5
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			203	176	27	2	2	0	2	1	1	8	3	5

**
1 refers to the lowest salary Quarter; 4 refers to the highest salary Quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

(sup. 361 (8-9612))

8011

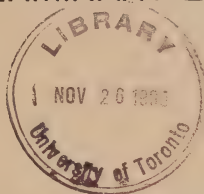
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-E5 2

EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

IDENTIFICATION		FULL LEGAL NAME ALLARCOM LIMITED		COMMON OR BUSINESS NAME	
NAME OF EMPLOYER		ADDRESS OF PRINCIPAL PLACE OF BUSINESS 5325 - 104 STREET EDMONTON, ALBERTA T6H 5B8		CITY EDMONTON	
ADDRESS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER HAROLD ROOZEN		MAILING ADDRESS 5325 - 104 STREET EDMONTON, ALBERTA T6H 5B8	
OFFICERS		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY HAROLD ROOZEN			
POSITION		POSITION TITLE PRESIDENT		AREA CODE 403	
		INDUSTRIAL SECTOR 1 TELECOMMUNICATION BROADCASTING		TELEPHONE NUMBER 436 - 1250	
INDUSTRIAL		INDUSTRIAL SECTOR 2		PROVINCES/TERRITORIES	
SECTOR(S)		INDUSTRIAL SECTOR 3		ONT. 0	
		INDUSTRIAL SECTOR 4		QUE. 0	
EMPLOYMENT STATUS		NO. OF EMPLOYEES 268		N.S. 0	
CATEGORIES		NO. OF EMPLOYEES 268		N.B. 0	
		NO. OF EMPLOYEES 0		MAN. 0	
		NO. OF EMPLOYEES 0		B.C. 0	
		NO. OF EMPLOYEES 0		P.E.I. 0	
		NO. OF EMPLOYEES 0		SASK. 0	
		NO. OF EMPLOYEES 0		ALTA. 281	
		NO. OF EMPLOYEES 0		Nfld. 0	
		NO. OF EMPLOYEES 0		Yuk. 0	
		NO. OF EMPLOYEES 0		N.W.T. 0	
		TOTAL EMPLOYEES IN CANADA		281	
CERTIFICATION		I, (Name) <u>H. A. Roozen</u> , HEREBY CERTIFY ON BEHALF OF THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.			
OF					
ACCURACY					
DATE		May 24 / 90		SIGNATURE <u>H. A. Roozen</u>	
				CORPORATE SEAL	

Name of Business: 008011 ALLARCOM LIMITED Industrial Sector: 481 TELECOMMUNICATION BROADCAST Reporting Period: 1989

Location: X National (Canada) Province/Territory

Designated CMA

OCCUPATIONAL GROUPS	Top and Bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9
Clerical workers	15000	2		2					
	17499								
	19999								
	4999								
Sales workers									
Service workers	12500	1							
	14999								
	5000								
	7499								
Skilled crafts and trades workers	17500	1							
	19999								
	10000	2		2					
	12499								
Semi-skilled manual workers	2500	1		1					
	4999								
	0								
Other manual workers									
TOTAL NUMBER OF EMPLOYEES		12	2	10					

FORM 3
CL 70-11

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Name of Business:

008011 ALLARCOM LIMITED

Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location:

Province/Territory (specify)

Reporting Period: 1989

[illegible]

Employment and Immigration Canada

Form 4

Part A

Name of Business:

000011 ALLARCOM LIMITED

PERMANENT FULL TIME EMPLOYEES HIRED

Location:

X National (Canada)

Industrial Sector:

481 TELECOMMUNICATION ER

Province/Territory (specify)

Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees				Aboriginal Peoples				Persons with Disabilities				Visible Minorities			
	Total Number	Men	Women		Total Number	Men	Women		Total Number	Men	Women		Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3		Col. 4	Col. 5	Col. 6		Col. 7	Col. 8	Col. 9		Col. 10	Col. 11	Col. 12	
Upper-level managers	4	4	0		0	0	0		0	0	0		0	0	0	
Middle or other managers	1	0	1		0	0	0		0	0	0		0	0	0	
Professionals	0	0	0		0	0	0		0	0	0		0	0	0	
Semi-professionals and technicians	52	39	13		0	0	0		0	0	0		2	1	1	
Supervisors	3	1	2		0	0	0		0	0	0		0	0	0	
Foremen/women	0	0	0		0	0	0		0	0	0		0	0	0	
Clerical workers	14	5	9		0	0	0		0	0	0		0	0	0	
Sales workers	6	4	2		0	0	0		0	0	0		0	0	0	
Service workers	0	0	0		0	0	0		0	0	0		0	0	0	
Skilled crafts and trades workers	6	4	2		0	0	0		0	0	0		0	0	0	
Semi-skilled manual workers	1	1	0		0	0	0		0	0	0		0	0	0	
Other manual workers	0	0	0		0	0	0		0	0	0		0	0	0	
TOTAL NUMBER OF EMPLOYEES HIRED	87	58	29		0	0	0		0	0	0		2	1	1	

Employment and Immigration Canada

Form 5

Part A

PERMANENT FULL TIME EMPLOYEES PROMOTED

Name of Business: 000011 ALLARCOM LIMITED ; Industrial Sector: 491 TELECOMMUNICATION BROADCASTING

Location: X National (Canada) Province/Territory (specify) ; Reporting Period: 1989

Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons With Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Upper level managers	Col. 1 0	Col. 2 0	Col. 3 0	Col. 4 0	Col. 5 0	Col. 6 0	Col. 7 0	Col. 8 0	Col. 9 0	Col. 10 0	Col. 11 0	Col. 12 0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	2	2	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	0	1	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	3	2	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	3	2	1	0	0	0	0	0	0	0	0	0

100

Leifur Einarsson

Relevance/motivation (specific)

Reporting Period: 1989

[illegible]

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business:	008011 ALLARCOM LIMITED	Industrial Sector:	481 TELECOMMUNICATION BROADCAST	Reporting Period:	1999
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Location:	National (Canada)	Province/Territory	X Designated CMA	02 EDMONTON
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[illegible]

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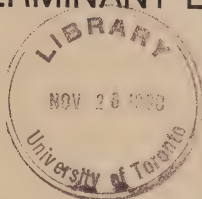
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EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



BIG HORN TRANSPORT LTD.

8032

Canada

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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

1. FULL LEGAL NAME - NOM LÉgal AU COMPLET ① BIG HORN TRANSPORT LTD.		2. COMMON OR BUSINESS NAME - NOM USUEL OU RASON SOCIAL ② BIG HORN TRANSPORT LTD.	
3. ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES PRINCIPALE ③ #202, 3710 - 2nd Street N. E., Calgary T2E 3H7		4. MAILING ADDRESS - ADRESSE POSTALE ④ #202, 3710 - 2nd Street N. E., Calgary, Alberta T2E 3H7	
5. NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE ⑤ Raymond Blasetti		6. NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI ⑥ Vicki Manna	
7. POSITION TITLE - TITRE DU FONCTIONNAIRE ⑦ Controller		8. POSITION TITLE - TITRE DU FONCTIONNAIRE ⑧ Secretary	
9. INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 ⑨ TRUCKING TRANSPORT INDUSTRIES		10. INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 ⑩	
11. INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 ⑪		12. INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 ⑫	
13. NUMBER OF PERMANENT FULL-TIME EMPLOYEES - NOMBRE D'EMPLOYES À TEMPS PLEIN ⑬ 112		14. NUMBER OF PERMANENT PART-TIME EMPLOYEES - NOMBRE D'EMPLOYES À TEMPS PARTIEL ⑭ 0	
15. NUMBER OF PERMANENT EMPLOYEES - NOMBRE D'EMPLOYES ⑮ 112		16. NUMBER OF TEMPORARY EMPLOYEES - NOMBRE D'EMPLOYES TEMPORAIRES ⑯ 0	
17. CERTIFICATION OF ACCURACY ⑰		18. CERTIFICATION OF ACCURACY ⑱	

19. I, (Name) - J'ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) RAYMOND BLASETTI		20. I HEREBY CERTIFY ON BEHALF OF (Name of employer) BIG HORN TRANSPORT LTD.	
21. THAT THE INFORMATION CONTAINED IN FORM 110-B OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY KNOWLEDGE AND BELIEF ⑲		22. THAT THE INFORMATION CONTAINED IN FORM 110-B OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY KNOWLEDGE AND BELIEF ⑳	
23. DATE - DATE May 29, 1990		24. SIGNATURE - SIGNATURE <i>Raymond Blasetti</i>	



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES : SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire 2 Part A, Page 1
Formulaire 2 Part A, Page 1

Name of Business: **BIG HORN TRANSPORT LTD.** Industrial Sector: **TRUCKING TRANSPORT INDUSTRIES**
Nom de l'entreprise: Reporting Period: 19 89
Période de rapport:

Location/Endroit: ☒ National (Canada) ☐ Province / Territory (specify) ☐ Designated CMA (specify) ☐
National (Canada) Province / Territoire (préciser) Région désignée (préciser)

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération		All Employees Tous les salariés				Aboriginal Peoples Autochtones				Persons with Disabilities Personnes handicapées				Members of Visible Minorities Membres des minorités visibles			
	Col 1	Col 2	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	
Upper-level managers Cadres supérieurs	60,000	1	1	1	0													
	64,999	3																
	45,000	2																
	49,999	1	4	4	0													
Middle or other managers Cadres intermédiaires et autres cadres	35,000	4	1	1	0				1	1	0							
	39,999	3	2	2	0													
	15,000	2																
	17,499	1	1	1	0													
Professionals Professionnels		4																
		3																
		2																
		1																
Semi-professionals and technicians Semi-professionnels et techniciens		4																
		3																
		2																
		1																
Supervisors Surveillants		4																
		3																
		2																
		1																
Foremen /women Contrôleurs	22,500	4	1	1	0				1	1	0							
	24,999	3																
		2																
		1																

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

00 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter /
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et l'écaille de rémunération	Quart Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Nombre Total	Men Hommes	Women Femmes	Total Nombre Total	Men Hommes	Women Femmes	Total Nombre Total	Men Hommes	Women Femmes	Total Nombre Total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau		4												
		3												
		1												
Sales workers Employés du secteur de la vente		4												
		3												
		2												
Service workers Employés du secteur des services		4												
		3												
		2												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	35,000	4	1	1	0									
	39,999	3	2	2	0							1	1	0
	17,500	2	2	2	0									
Semi-skilled manual workers Travailleurs manuels spécialisés	19,999	1	2	2	0				1	1	0			
	45,000	4	3	3	0	2	2	0						
	49,999	3	25	25	0									
Other manual workers Autres travailleurs manuels	20,000	2	51	51	0	2	2	0	4	4	0			
	22,499	1	12	12	0									
	17,500	4	1	1	0				1	1	0			
	19,999	3	1	1	0				1	1	0			
	10,000	2												
	12,499	1	1	1	0									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIÉS			112	112	0	4	4	0	9	9	0	1	1	0

.. 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter /
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

NOTE: See instructions
NOTA: Voir instructionsSALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PLEIN*Form
formulaire 3
Part A
Partie AName of Business:
Nom de l'entreprise:Industrial Sector:
Branches d'activité:

BIG HORN TRANSPORT LTD.

TRUCKING TRANSPORT INDUSTRIES

Location-Endroit

Reporting Period:
Période de rapport: 19 89☒ National (Canada)
National (Canada)☐ Province/Territory (specify)
Province/Territoire (préciser)

SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Under Moins de	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
\$10,000	28	28	0	1	1	0	1	1	0			
\$10,000 - \$14,999	11	11	0				2	2	0			
\$15,000 - \$17,499	12	12	0				1	1	0			
\$17,500 - \$19,999	8	8	0				3	3	0			
\$20,000 - \$22,499	7	7	0									
\$22,500 - \$24,999	5	5	0	1	1	0	1	1	0			
\$25,000 - \$27,499	4	4	0									
\$27,500 - \$29,999	5	5	0									
\$30,000 - \$34,999	16	16	0				1	1	0			
\$35,000 - \$39,999	8	8								1	1	0
\$40,000 - \$49,999	7	7	0	2	2	0						
\$50,000 - \$59,999	1	1	0									
\$60,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	112	112	0	4	4	0	9	9	0	1	1	0

* Use separate Parts for permanent part-time and temporary employees.
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1-877-844-9441



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS A TEMPS PLEIN*

Form
Formulaire 4
Part A
Partie A

Name of Business:
Nom de l'entreprise:

BIG HORN TRANSPORT LTD.

Industrial Sector:
Branche d'activité:

TRUCKING TRANSPORT INDUSTRIES

Location: Endroit: ☒ National (Canada) ☐ Province / Territory (Specify) ☐ Reporting Period: Période de rapport: 19 89

Occupational Groups Catégories professionnelles	All Employees Tous les employés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Non-management Contramaîtres												
clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Unskilled manual workers Travailleurs manuels spécialisés	9	9	0	1	1	0						
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	9	9	0	1	1	0						

* Use separate Part I for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

100-1010-80-00

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALAIRES PERMANENTS A TEMPS PLEIN*

Form
Formulaire 5
Part A
Partie A

Name of business: Nom de l'entreprise:		BIG HORN TRANSPORT LTD.		Industrial Sector: Branche d'activité:		TRUCKING TRANSPORT INDUSTRIES		Reporting Period: Période de rapport:		1989			
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (Specify) Province / territoire (préciser)									
Occupational Groups Catégories professionnelles		Employees promoted (Les salariés promus) Salariés promus											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres		1	1	0									
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Livemen/women Contremaîtres													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS		1	1	0									
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		1	1	0									

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 600 6000 (0-84)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTE: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire 6
Part A
Partie A

Name of business
Nom de l'entreprise: BIG HORN TRANSPORT LTD.

Industrial Sector:
Branche d'activité: TRUCKING TRANSPORT INDUSTRIES

Location Endroit: ☒ National (Canada)
National (Canada) ☐ Province / Territory (specify)
Province / territoire (préciser): Reporting Period: 19 89
Période de rapport:

Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Supervisory Cadres supérieurs								
Managerial Cadres intermédiaires et autres cadres								
Professional Professionnels								
Semi-professional and technicians Semi-professionnels et techniciens								
Supervisory Surveillants								
Non-manual Cadres inférieurs								
General workers Émployés de bureau								
Sales workers Employés du secteur de la vente								
Service workers Employés du secteur des services								
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1	0					
Semi-skilled manual workers Travailleurs manuels spécialisés	9	9	0	2	2	0	1	1
Other manual workers Autres travailleurs manuels								
Total number of employees terminated Nombre total de cessations de fonctions	10	10	0	2	2	0	1	1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

SEP 1989

Canada



Employment and Immigration Canada Emplois et Immigration Canada

NOTE: See instructions
NOTE: Voir instructions

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES : SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
formulaire 2 Part A, Page 1
Partie A,

Name of Business:
Nom de l'entreprise:

BIG HORN TRANSPORT LTD.

Industrial Sector:
Branché d'activité:

TRUCKING TRANSPORT INDUSTRIES

Reporting Period: 1989
Période de rapport:

Location/Endroit: ☐ National (Canada) National (Canada) ☒ Province/Territory (specify) Province / territoire (préciser) ALBERTA ☐ Designated CMA (specify) Adm désignée (préciser)

Occupational Groups Catégories professionnelles	Top and bottom pay range Maximum et minimum de l'échelle de rémunération		Total Number Nombre total	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Col 1	Col 2		Men Hommes	Women Femmes	Total Nombre total	Men Hommes	Women Femmes	Total Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs	60,000	4	1	1	0						
	64,999	3									
	45,000	1	4	4	0						
Middle or other managers Cadres intermédiaires et autres cadres	35,000	4	1	1	0	1		1	0		
	39,999	3	1	1	0						
	17,500	2	1	1	0						
Professionals Professionnels	19,999	1	1	1	0						
		4									
		3									
Semi-professionals and technicians Semi-professionnels et techniciens		1									
		4									
		3									
Supervisors Surveillants		1									
		4									
		3									
Juniors/women Contremaîtres et femmes	22,500	4	1	1	0	1		1	0		
	24,999	3									
		2									

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter.
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

NOTE: See instructions
NOTA: Voir instructions

Formulaire 2

Partie A

Page 1

Occupational Groups Catégories professionnelles	Top and bottom of salary range Minimum et maximum de la rémunération Col 1	Quar- ter	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers employés de bureau		1												
		2												
		1												
Sales workers employés du secteur de la vente		1												
		1												
		1												
Service workers employés du secteur des services		1												
		1												
		1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	35,000	1	1	0							1	1	0	
	39,999	3	3	0										
	17,500	2	2	0										
	19,999	1	2	0				1	1	0				
	45,000	4	3	0	2	2	0							
	49,999	3	22	0			4	4	0					
Semi-skilled manual workers Travailleurs manuels spécialisés	20,000	1	47	0										
	22,499	1	11	0	1	1	0							
	17,500	4	1	0				1	1	0				
Other manual workers Autres travailleurs manuels	19,999	3	1	0				1	1	0				
	10,000	2												
	12,499	1	1	0										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIÉS			103	103	0	3	3	0	9	9	0	1	1	0

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter /
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé



Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PLEIN*

Form
Formulaire 3 Part A
Partie A

Name of Business Nom de l'entreprise: BIG HORN TRANSPORT LTD.		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Provincial/Territory (specify) Province/Territoire (préciser): ALBERTA		Industrial Sector: Branche d'activité: TRUCKING TRANSPORT INDUSTRIES				Reporting Period: Période de rapport: 199	
Location-Endroit		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Total Number Nombre total		Members of Visible Minorities Membres des minorités visibles	
SALARY RANGES ÉCHELLES DE RÉMUNÉRATION		Men Hommes		Men Hommes		Men Hommes		Men Hommes		Men Hommes	
Total Number Nombre total		Col 1		Col 2		Col 3		Col 4		Col 5	
Under Moins de \$10,000		24		24		0		1		1	
\$10,000 - \$14,999		10		10		0		0		0	
\$15,000 - \$19,999		12		12		0		0		0	
\$20,000 - \$24,999		8		8		0		0		0	
\$25,000 - \$29,999		7		7		0		0		0	
\$30,000 - \$34,999		4		4		0		0		0	
\$35,000 - \$39,999		3		3		0		0		0	
\$40,000 - \$44,999		4		4		0		0		0	
\$45,000 - \$49,999		15		15		0		0		0	
\$50,000 - \$54,999		8		8		0		0		0	
\$55,000 - \$59,999		7		7		0		0		0	
\$60,000 - \$64,999		1		1		0		0		0	
\$65,000 and over et plus		1		1		0		0		0	
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS		103		103		0		3		9	

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires

1 606 14-14 (15-94)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

1. See instructions
1A. Voir instructions

me of Business
n de l'entreprise

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Industrial Sector:
Branche d'activité:

BIG HORN TRANSPORT LTD.

()

TRUCKING TRANSPORT INDUSTRIES

Reporting Period:
Période de rapport: 19 89

Province / Territory (specify) ALBERTA
Province / territoire (préciser)

☐ National (Canada)
National (Canada)

statut fiscal

Occupational Group Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Top level managers Les supérieurs												
Middle managers Les intermédiaires et autres cadres												
Professionals Les professionnels												
Professionals and technicians Les professionnels et techniciens												
Skilled trades and other workers Les artisans et autres travailleurs qualifiés												
Unskilled manual workers Les travailleurs manuels non qualifiés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	8	8	0	1	1	0						

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1. Voir instructions

Canada

111. See instructions
11A. Voir instructions
sur une entreprise:

BIG HORN TRANSPORT LTD.

Individual Sector:
Branche d'activité:

TRANSPORT TRUCKING INDUSTRIES

Form
Formulaire 5 Part A
Partie A

12. Name - Endroit

☐ National (Canada)
National (Canada)

☒ Province / Territory (specify)
Province / Territoire (préciser)

ALBERTA

Reporting Period:
Période de rapport: 19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits uniquement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
1. Top-level managers adms supérieurs								
2. Assistants or other managers autres intermédiaires et autres cadres	1	1	0					
3. Professionals techniciens								
4. Semi-professionals and technicians semi-professionnels et techniciens								
5. Supervisors surveillants								
6. Craftsmen ouvriers qualifiés								
7. Clerical workers employés de bureau								
8. Sales workers employés du secteur de la vente								
9. Service workers employés du secteur des services								
10. Medium crafts and trades workers travailleurs qualifiés et artisans								
11. Semi-skilled manual workers travailleurs manuels spécialisés								
12. Other manual workers autres travailleurs manuels								
TOTAL NUMBER OF EMPLOYEES PROMOTED MONTRE TOTAL DE SALAIRES PROMUS	1	1	0					
TOTAL NUMBER OF PROMOTIONS MONTRE TOTAL D'AVANCEMENTS	1	1	0					

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanent à temps partiel et les salariés temporaires

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS À TEMPS PLEIN*16. See instructions
1A. Voir instructions
en de l'entreprise.

BIG HORN TRANSPORT LTD.

Industrial Sector:
Branche d'activité:

TRUCKING TRANSPORT INDUSTRIES

Occupational Group Catégorie professionnelle	National (Canada) National (Canada)		Province/Territory (specify) Province/territoire (préciser)		Alberta		Reporting Period: Période de rapport:		19 89		Members of Visible Minorities Membres des minorités visibles	
	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées							
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Top level managers Niveau supérieur												
Senior professional and technical seniors intermédiaires et autres cadres												
Professionals and technicians des professionnels et techniciens												
Skilled trades ouvriers qualifiés												
Unskilled manual workers ouvriers non qualifiés												
Employ in the office employés de bureau												
Employ in the sales sector employés du secteur de la vente												
Employ in the service sector employés du secteur des services												
Skilled crafts and trades workers ouvriers qualifiés et artisans	1	1	0									
Unskilled manual workers ouvriers non qualifiés	9	9	0	2	2	0	1	1	0			
Other manual workers autres travailleurs manuels												
Total number of employees terminated nombre total de cessations de fonctions	10	10	0	2	2	0	1	1	0			

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**BYERS TRANSPORT
LIMITED**

8046

Canada

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Approvisionnement et Services Canada
Ottawa (Canada) K1A 0S9

1 FULL LEGAL NAME - NOM LÉGALE AU COMPLET BYERS TRANSPORT LIMITED		2 BYERS TRANSPORT LIMITED		3 MAILING ADDRESS - ADRESSE POSTALE P.O. BOX 157, EDMONTON, ALBERTA T5J 2J1		4 AREA CODE AND NO. REG. 403 440-1000		5 TELEPHONE NUMBER 440-1000	
6 ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'UNES BÂTIMENTS PRINCIPALES 2840-76 AVENUE, EDMONTON, ALBERTA T6P 1J4		7 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE R. H. MARINOSKE		8 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI E.M. ELTON		9 POSITION TITLE - TITRE DU FONCTIONNAIRE VICE-PRESIDENT AND GENERAL MANAGER		10 GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) 93 CALGARY 283 EDMONTON HALIFAX MONTREAL REGINA TORONTO VANCOUVER WINNIPEG	
11 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 Truck Transport Industries		12 NO. OF EMPLOYEES 757		13 NO. OF EMPLOYEES 757		14 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2		15 NO. OF EMPLOYEES 757	
16 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		17 NO. OF EMPLOYEES		18 NO. OF EMPLOYEES		19 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4		20 NO. OF EMPLOYEES	
21 NUMBER OF PERMANENT FULL-TIME EMPLOYEES 469		22 NUMBER OF PERMANENT PART-TIME EMPLOYEES 174		23 NUMBER OF TEMPORARY EMPLOYEES 114		24 NUMBER OF EMPLOYEES IN CANADA 757		25 TOTAL EMPLOYEES IN CANADA 757	
26 CERTIFICATION OF ACCURACY Ruben H. Marinoske		27 HEREBY CERTIFY ON BEHALF OF (Name of employer) Byers Transport Limited		28 DATE - DATE July 12, 1990		29 SIGNATURE - SIGNATURE 		30 CORPORATE SEAL SCAUF DE LA SOCIÉTÉ	

SCHEDULE II / ANNEXE II
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))


EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form
Formulaire 1

IDENTIFICATION NAME OF EMPLOYER / NOM DE L'EMPLOYEUR ADDRESS / ADRESSE OFFICERS / AGENTS POSITION / FONCTION		FULL LEGAL NAME - NOM LÉgal AU COMPLET 1 BYERS TRANSPORT LIMITED ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE 2 2840 - 76 Avenue, EDMONTON, Alberta T6P 1J4 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE 3 R.H. Marinoske POSITION TITLE - TITRE DU FONCTIONNAIRE 4 Vice-President and General Manager		MAILING ADDRESS - ADRESSE POSTALE 5 P.O. Box 157, EDMONTON, Alberta T5J 2J1 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI 6 E.H. Elton POSITION TITLE - TITRE DU FONCTIONNAIRE 7 Payroll Administrator		AREA CODE AND NO. / CODE DE LA ZONE ET NO. 8 403 440-1000 PROVINCES / PROVINCES ET TERRITOIRES ONT-ONT QUE-QUE N.S.-N.S. N.B.-N.B. MAN.-MAN. B.C.-B.C. P.E.I.-P.E. SASK.-SASK. ALTA.-ALTA. Nfld.-Nfld. N.W.T.-N.W.T. 9 510	
SUMMARY REPORT INDUSTRIAL SECTOR(S) BRANCHES / D'ACTIVITÉ		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS 10 510 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 11 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 12 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 13		GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) SECTEURS GÉOGRAPHIQUES (INDIQUEZ LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)		DESIGNATION OF AS / DÉSIGNATION DES ZONES D'EMPLOI 14 CALGARY EDMONTON HALIFAX MONTREAL REGINA TORONTO VANCOUVER WINNIPEG 15	
EMPLOYMENT STATUS CATEGORIES CATEGORIES DE SALAIRES		NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN 16 469 NUMBER OF TEMPORARY PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES 17 22		TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DES SALARIÉS AU CANADA 18 510		CERTIFICATION OF ACCURACY ATTESTATION D'EXACTITUDE	

20 I, (Name) / Je, (NOM) Ruben H. Marinoske HEREBY CERTIFY ON BEHALF OF (Name of employer) / ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) Byers Transport Limited

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT TO THE BEST OF MY KNOWLEDGE AND BELIEF / QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUT ÉGARD

DATE - DATE May 30, 1990 SIGNATURE - SIGNATURE 

CERTIFICATION

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS A TEMPS PLEIN*NOTE: See instructions
NOTA: Voir instructionsName of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branché d'activité:

TRUCK TRANSPORT INDUSTRIES

Reporting Period:
Période de rapport: 1989

Location: Endroit

☒ National (Canada)
National (Canada)☐ Province / Territory (specify)
Province / Territoire (préciser)☐ Designated CMA (specify)
Aim désignée (préciser)

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salaires			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes		Total Number Nombre total	Men Hommes		Total Number Nombre total	Men Hommes		Total Number Nombre total	Men Hommes	
				Col 3	Col 4		Col 5	Col 6		Col 7	Col 8		Col 9	Col 10
Upper-level managers Cadres supérieurs	Col 1	1	1	1	0	1	1	0	1	0	1	1	0	1
	70,000 - 105,000	3	1	1	0	1	1	0	1	0	1	1	0	1
	30,000 - 34,999	2	2	2	0	2	2	0	2	0	2	2	0	2
Middle or other managers Cadres intermédiaires et autres cadres	45,000 - 49,999	4	3	8	0	3	3	0	3	0	3	3	0	3
	20,000 - 24,999	3	3	3	3	3	3	3	3	3	3	3	3	3
	35,000 - 39,999	3	3	3	0	3	3	0	3	0	3	3	0	3
Professionals Professionnels	22,500 - 24,999	2	1	1	0	1	1	0	1	0	1	1	0	1
	35,000 - 39,999	3	3	3	1	3	3	1	3	1	3	3	1	3
	20,000 - 24,999	2	1	1	0	1	1	0	1	0	1	1	0	1
Semi-professionals and technicians Semi-professionnels et techniciens		4												
		3												
		2												
Supervisors Surveillants	30,000 - 34,999	1	1	0	1	1	1	0	1	0	1	1	0	1
	25,000 - 29,999	2	1	0	1	1	1	0	1	0	1	1	0	1
	20,000 - 24,999	1	1	0	1	1	1	0	1	0	1	1	0	1
Foremen/Women Contremaîtres	40,000 - 44,999	3	3	3	0	3	3	0	3	0	3	3	0	3
	30,000 - 34,999	2	4	4	0	4	4	0	4	0	4	4	0	4
	20,000 - 24,999	1	1	1	0	1	1	0	1	0	1	1	0	1

* Use separate Parts for permanent part time and temporary employees
* Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

EMP 387 (9-86) P 1



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire

2 Part A,
Partie A,

Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de rémunération	Quart Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers Employés de bureau	25,000+	4	10	4	6									
	27,499	3	10	0	10									
	17,500+	2	25	1	24				2	0	2			
	14,999	1	16	0	16									
Sales workers Employés du secteur de la vente	30,000+	4	3	3	1									
	24,999	3	2	2	0									
	27,500+	2	2	2	0									
	24,999	1	5	4	1									
Service workers Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	25,000+	4	19	19	0				1	1	0			
	24,999	3												
	20,500+	2												
	24,999	1	11	11	0	1	1	0	1	1	0	2	2	0
Semi-skilled manual workers Travailleurs manuels spécialisés	25,000+	4	148	148	0	6	6	0	7	7	0	3	3	0
	24,999	3	46	46	0				3	3	0			
	17,500+	2	23	23	0	2	2	0						
	14,999	1												
Other manual workers Autres travailleurs manuels	30,000+	4	45	1	0				1	1	0			
	24,999	3	13	13	0									
	17,500+	2	6	6	0									
	14,999	1	2	2	0									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			469	403	66	9	9	0	15	13	2	7	7	0

1 refers to the lowest salary quarter. 4 refers to the highest salary quarter.
1 représente les salaires du quart le moins élevé. 4 représente les salaires du quart le plus élevé

EMP 1801 (8-80) P. 2

Canada



Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PARTIEL*

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Reporting Period:
Période de rapport:

19 89

Location-Endroit ☒ National (Canada)
National (Canada) ☐ Province/Territory (specify)
Province/Territoire (préciser) ☐ Designated CMA (specify)
RMR désignée (préciser)

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et Minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Total Number Nombre total			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13			
Upper-level managers Cadres supérieurs		4															
		3															
		2															
		1															
Middle or other managers Cadres intermédiaires et autres cadres		4															
		3															
		2															
		1															
Professionals Professionnels		4															
		3															
		2															
		1															
Semi-professionals and technicians Semi-professionnels et techniciens		4															
		3															
		2															
		1															
Supervisors Surveillants		4															
		3															
		2															
		1															
Foremen/Women Contramaîtres		4															
		3															
		2															
		1															

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1 refers to the lowest salary quarter;
1 représente les salaires du quart le moins élevé.

4 refers to the highest salary quarter;
4 représente les salaires du quart le plus élevé.



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part B,
Partie B, Page 2

Occupational Groups Catégories professionnelles	Top and bottom of salary range Minimum et maximum de rémunération Col 1	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	20,000 - 33,499 5,000 - 7,499	4 3 2 1	1 1 30 49	0 2 3 1	1 5 17 48	1 1 30 49	0 2 3 1	1 5 17 48	1 1 30 49	1 1 30 49	0 0 17 48	2 1 30 49	1 0 30 49	1 1 30 49
Sales workers Employés du secteur de la vente		4 3 2 1												
Service workers Employés du secteur des services		4 3 2 1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4 3 2 1												
Semi-skilled manual workers Travailleurs manuels spécialisés	20,000 - 33,499 7,500 - 9,999	4 3 2 1	5 11 12 17	5 11 12 19	0 0 0 0	1 1 12 19	1 1 12 19	0 0 0 0	1 1 12 19	1 1 12 19	0 0 0 0	1 1 12 19	1 1 12 19	1 1 12 19
Other manual workers Autres travailleurs manuels	15,000 - 17,499 5,000 - 7,499	4 3 2 1	12 22 10 6	12 22 10 6	0 0 0 0	2 2 10 6	2 2 10 6	0 0 0 0	1 1 10 6	1 1 10 6	0 0 0 0	1 1 10 6	1 1 10 6	1 1 10 6
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			174	103	71	4	3	1	5	5	0	5	3	2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

1 (M) / 1 (M) / 1 (M) / 2

Canada



NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branché d'activité:

TRUCK TRANSPORT INDUSTRIES

Location-Endroit



National (Canada)
National (Canada)

Province / Territory (specify)
Province / territoire (préciser)



Reporting Period:
Période de rapport:

1989

SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Under Moins de	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
\$10,000 - \$14,999	0	0	0									
\$15,000 - \$17,499	10	0	10									
\$17,500 - \$19,999	18	2	16				2	0	2			
\$20,000 - \$22,499	17	2	15									
\$22,500 - \$24,999	10	1	9									
\$25,000 - \$27,499	15	8	7	1	1	0						
\$27,500 - \$29,999	41	40	1	1	1	0						
\$30,000 - \$34,999	64	61	3				3	3	0	1	1	0
\$35,000 - \$39,999	219	214	5	6	6	0	7	7	0	5	5	0
\$40,000 - \$49,999	48	48	0	1	1	0	3	3	0	1	1	0
\$50,000 - \$69,999	22	22	0									
\$70,000 and over et plus	1	1	0									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	469	403	66	9	9	0	15	13	2	7	7	0

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 1044 (9-84)

NOTE: See instructions
NOTA: Voir instructionsSALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PARTIEL*Name of Business
Nom de l'entreprise

BYERS TRANSPORT LTD.

Industrial Sector
Branche d'activité

TRUCK TRANSPORT INDUSTRIES

Location/Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser)		Reporting Period: Période de rapport: 1989							
SALARY RANGES ÉCHELLES DE REMUNÉRATION		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de	\$2,500												
	\$2,500 - \$4,999												
	\$5,000 - \$7,499	39	8	31									
	\$7,500 - \$9,999	34	12	22	1	0	1	2	2	0	1	0	1
	\$10,000 - \$12,499	40	23	17	1	1	0	1	1	0	3	2	1
	\$12,500 - \$14,999	37	31	6	1	1	0	1	1	0	1	1	0
	\$15,000 - \$17,499	12	10	2				1	1	0			
	\$17,500 - \$19,999	6	4	2									
	\$20,000 - \$24,999	9	8	1									
	\$25,000 - \$29,999	6	6	0	1	1	0						
	\$30,000 - \$39,999	1	1	0									
	\$40,000 - \$49,999												
	\$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS		194	103	71	4	3	1	5	5	0	5	3	2

* Use separate Parts for permanent full time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

EMP 3049 (9-89)



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire **4** Part A
Partie A

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN*

NOTE: See instructions
NOTA: Voir instructions

Name of Business
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Location-Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)	<input type="checkbox"/> Province / Territory (Specify) Province / Territoire (Préciser)	Reporting Period: Période de rapport: 19 89									
Occupational Group Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles				
	Total Number Nombre total Col. 1	Men Hommes Col. 2	Women Femmes Col. 3	Total Number Nombre total Col. 4	Men Hommes Col. 5	Women Femmes Col. 6	Total Number Nombre total Col. 7	Men Hommes Col. 8	Women Femmes Col. 9	Total Number Nombre total Col. 10	Men Hommes Col. 11	Women Femmes Col. 12
Upper level managers Cadres supérieurs	1	1	0									
Middle or other managers Cadres intermédiaires et autres cadres	5	5	0									
Professionals Professionnels	1	0	1									
Semi-professionals and technicians Semi-professionnels et techniciens	0	0	0									
Supervisors Surveillants	0	0	0									
Firemen/women Contremaitres	2	2	0									
Clerical workers Employés de bureau	14	2	12				1	0	1			
Sales workers Employés du secteur de la vente	1	1	0									
Service workers Employés du secteur des services	0	0	0									
Skilled crafts and trades workers Travailleurs qualifiés et artisans	3	3	0									
Semi-skilled manual workers Travailleurs manuels spécialisés	45	45	0	1	1	0	3	3	0			
Other manual workers Autres travailleurs manuels	19	19	0									
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	91	78	13	1	1	0	4	3	1	0	0	0

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires

IMP. 3800 (9-84)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTE: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS A TEMPS PARTIEL*

Form
Formulaire **4** Part B
Partie B

Name of Business Nom de l'entreprise:		Industrial Sector Branché d'activité:		Reporting Period Période de rapport:		19 89							
BYERS TRANSPORT LTD.		TRUCK TRANSPORT INDUSTRIES											
Location-Endroit		National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser)									
<input checked="" type="checkbox"/>		<input type="checkbox"/>											
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Women/women Contratantes													
Clerical workers Employés de bureau		37	3	34	1	0	1	1	1	0	1	1	0
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés		35	35	0	1	1	0	1	1	0	0	0	0
Other manual workers Autres travailleurs manuels		29	29	0	1	1	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS		101	67	34	3	2	1	3	3	0	1	1	0

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1 (MAY 1989) (5-86)

Canada

NOTE: See instructions
NOTA: Voir instructionsName of business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Location/Endroit

National (Canada)
National (Canada)Province/Territory (specify)
Province/Territoire (préciser)Reporting Period:
Période de rapport:

19 89

Occupational Groups Catégories professionnelles	All Employees Tous les salariés				Aboriginal Peoples Autochtones				Persons with Disabilities Personnes handicapées				Members of Visible Minorities Membres des minorités visibles			
	Men Hommes		Women Femmes		Men Hommes		Women Femmes		Men Hommes		Women Femmes		Men Hommes		Women Femmes	
	Total Number Nombre total Col 1	Col 2	Col 3	Col 4	Total Number Nombre total Col 5	Col 6	Total Number Nombre total Col 7	Col 8	Total Number Nombre total Col 9	Col 10	Total Number Nombre total Col 11	Col 12	Total Number Nombre total Col 13	Col 14	Total Number Nombre total Col 15	Col 16
Upper-level managers Cadres supérieurs	2	1	1													
Middle or other managers Cadres intermédiaires et autres cadres	1	1	0													
Professionals Professionnels																
Semi-professionals and technicians Semi-professionnels et techniciens																
Supervisors Surveillants																
Foremen/women Contremaîtres	1	1	0													
Clerical workers Employés de bureau	2	0	2													
Sales workers Employés du secteur de la vente																
Service workers Employés du secteur des services																
Skilled crafts and trades workers Travailleurs qualifiés et artisans																
Semi-skilled manual workers Travailleurs manuels spécialisés	1	1	0													
Other manual workers Autres travailleurs manuels																
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	7	7	3													
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	7	4	3													

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 (MP 3865 (9-84))



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTE: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL*

Form
Formulaire 5 Part B
Partie B

Name of Business
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branché d'activité:

TRUCK TRANSPORT INDUSTRIES

Location-Endroit



National (Canada)
National (Canada)



Province / Territory (specify)
Province / Territoire (préciser)

Reporting Period:
Période de rapport:

19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	0	0	0									
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	0	0	0									

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1 (MAY 1983) (9-84)

Canada



NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

**PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN***

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Reporting Period: Période de rapport: 19 99						
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	2	2	0									
Middle or other managers Cadres intermédiaires et autres cadres	5	5	0									
Professionals Professionnels	0	0	0									
Semi-professionals and technicians Semi-professionnels et techniciens	0	0	0									
Supervisors Surveillants	0	0	0									
Fixed men/men Contremaîtres	2	2	0									
Clerical workers Employés de bureau	17	2	15									
Sales workers Employés du secteur de la vente	1	1	0									
Service workers Employés du secteur des services	0	0	0									
Skilled crafts and trades workers Travailleurs qualifiés et artisans	5	5	0	0	0	0	1	1	0	1	1	0
Semi-skilled manual workers Travailleurs manuels spécialisés	43	43	0	2	2	0	1	1	0	1	1	0
Other manual workers Autres travailleurs manuels	19	19	0									
TOTAL NUMBER OF EMPLOYEES TERMINATED MOUVANT TOTAL DE CESSATIONS DE FONCTIONS	94	79	15	2	2	0	2	2	0	2	2	0

* Use separate Parts for permanent part-time and temporary employees.
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS A TEMPS PARTIEL *

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branché d'activité:

TRUCK TRANSPORT INDUSTRIES

Location-Endroit



National (Canada)
National (Canada)

Province / Territory (specify)
Province / territoire (préciser)



Reporting Period:
Période de rapport:

19 89

Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Tradesmen/women Contremaîtres												
Clerical workers Employés de bureau	23	1	22	1	0	1	0	0	0	0	0	0
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés	22	22	0									
Other manual workers Autres travailleurs manuels	17	17	0	2	2	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CÉSSATIONS DE FONCTIONS	62	40	22	3	2	1	1	1	0	1	1	0

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part A, Page 2
Partie A,

Occupational Groups Catégories professionnelles	Top and bottom salary range Maximum minimum de l'échelle de rémunération Col 1	Quarter Quart Col 2	All Employees Tous les salariés Col 3		Aboriginal Peoples Autochtones Col 5		Persons with Disabilities Personnes handicapées Col 8		Members of Visible Minorities Membres des minorités visibles Col 10		Total Number Nombre total Col 11		Men Hommes Col 12	Women Femmes Col 13
			Total Number Nombre total Col 2	Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Clerical workers Employés de bureau	25,000 - 20,499	4	8	4	4									
	19,500 - 14,999	3	9	0	9									
		2	22	1	21									
		1	14	0	14				2	0	2			
Sales workers Employés du secteur de la vente	30,000 - 24,999	4	3	2	1									
		3	2	2	0									
	21,500 - 16,999	2	0	0	0									
		1	4	4	0									
Service workers Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	35,000 - 29,999	4	19	19	0				1	1	0			
		3	0	0	0									
	21,500 - 16,999	2	0	0	0									
		1	11	11	0	1	1	0	1	1	0	2	2	0
Semi-skilled manual workers Travailleurs manuels spécialisés	30,000 - 24,999	4	112	112	0	3	3	0	3	3	0	3	3	0
		3	62	62	0	1	1	0						
	16,000 - 11,999	2	5	5	0									
		1		1	0									
Other manual workers Autres travailleurs manuels	30,000 - 24,999	4	45	45	0				1	1	0			
		3	13	13	0									
	11,500 - 11,999	2	6	6	0									
		1	2	2	0									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			394	338	56	6	6	0	10	2	2	6	6	0

** 1 refers to the lowest salary quarter. 4 refers to the highest salary quarter.
1 représente les salaires du quart le moins élevé. 4 représente les salaires du quart le plus élevé

EMP 187 (19-06) P 2

Canada



NOTE: See instructions
NOTE: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Name of Business Nom de l'entreprise: BYERS TRANSPORT LTD.		Industrial Sector Branche d'activité: TRUCK TRANSPORT INDUSTRIES		Reporting Period Période de rapport: 1989										
Location/Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (specify) Province/Territoire (préciser) ALBERTA		<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)								
Occupational Groups Catégories professionnelles	Top and bottom of salary range Minimum et maximum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors Surveillants		4												
		3												
		2												
		1												
Foremen/women Contremaîtres		4												
		3												
		2												
		1												

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

* refers to the lowest salary quarter; 4 refers to the highest salary quarter
* représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part B, Page 2
Partie B,

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de remunération Col 1	Quarter Quart	All Employees Tous les salaires			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Clerical workers Employés de bureau		4	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	30,000 -		1	0	1				1	1	0			
	32,499	3	7	0	5							2	1	1
	5,000 -	2	19	0	16									
Sales workers Employés du secteur de la vente	66,476	1	42	1	41									
		4												
		3												
		2												
Service workers Employés du secteur des services		1												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels spécialisés	30,000 -	4	2	2	0									
	34,999	3	7	7	0									
	7,500 -	2	9	9	0									
	9,999	1	14	14	0				1	1	0			
Other manual workers Autres travailleurs manuels	15,000 -	4	12	12	0									
	17,499	3	22	22	0				1	1	0	1	1	0
	5,000 -	2	16	10	0				1	1	0	1	1	0
	7,499	1	6	6	0				1	1	0			
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES			151	88	63	2	2	0	5	5	0	5	3	2

** 1 refers to the lowest salary quarter; 2 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 2 représente les salaires du quart le plus élevé

1 refers to the lowest salary quarter; 2 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 2 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire **3** Part A
Partie A

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

**SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PLEIN***

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Location: Endroit ☐ National (Canada)
National (Canada) ☒ Province / Territory (specify)
Province / territoire (préciser) **ALBERTA**

Reporting Period:
Période de rapport: **1989**

SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de \$10,000	0	0	0									
\$10,000 - \$14,999	9	0	9									
\$15,000 - \$17,499	16	2	14				2	0	2			
\$17,500 - \$19,999	15	2	13									
\$20,000 - \$22,499	9	1	8									
\$22,500 - \$24,999	12	7	5	1	1	0						
\$25,000 - \$27,499	26	25	1	1	1	0						
\$27,500 - \$29,999	57	56	1				3	3	0	1	1	0
\$30,000 - \$34,999	184	179	5	4	4	0	4	4	0	4	4	0
\$35,000 - \$39,999	38	38	0				1	1	0	1	1	0
\$40,000 - \$49,999	13	13	0									
\$50,000 - \$69,999	1	1	0									
\$70,000 and over et plus	4	4	0									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	394	393	56	6	6	0	10	8	2	6	6	0

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 1004 (9-86)





Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PARTIEL*

Form
Formulaire **3** Part B
Partie B

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Location-Endroit

☐ National (Canada)
National (Canada)

Province / Territory (specify)
Province / territoire (préciser)

ALBERTA

Reporting Period:
Période de rapport:

1989

SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12
Under Moins de \$2,500	0	0	0									
\$2,500 - \$4,999	0	0	0									
\$5,000 - \$7,499	25	7	18									
\$7,500 - \$9,999	30	11	19				2	2	0	1	0	1
\$10,000 - \$12,499	38	23	15	1	1	0	1	1	0	3	2	1
\$12,500 - \$14,999	33	27	6	1	1	0	1	1	0	1	1	0
\$15,000 - \$17,499	10	8	2				1	1	0			
\$17,500 - \$19,999	6	4	2									
\$20,000 - \$24,999	6	5	1									
\$25,000 - \$29,999	2	2	0									
\$30,000 - \$39,999	1	1	0									
\$40,000 - \$49,999	0	0	0									
\$50,000 and over et plus	0	0	0									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	151	88	63	2	2	0	5	5	0	5	3	2

* Use separate Parts for permanent full-time and temporary employees.

REP 3845 (9-86)

LMP 3849 (9-84)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

**PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN***

Industrial Sector:
Branché d'activité

TRUCK TRANSPORT INDUSTRIES

Location/Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (Specify) Province / Territoire (préciser) ALBERTA		Reporting Period: Période de rapport: 1989			
Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper level managers Cadres supérieurs	1	1	0						
Middle or other managers Cadres intermédiaires et autres cadres	1	1	0						
Professionals Professionnels	1	0	1						
Semi-professionals and technicians Semi-professionnels et techniciens	0	0	0						
Supervisors Surveillants	0	0	0						
Foremen/women Contremaîtres	2	2	0						
Clerical workers Employés de bureau	12	2	10				1	0	1
Sales workers Employés du secteur de la vente	1	1	0						
Service workers Employés du secteur des services	0	0	0						
Skilled crafts and trades workers Travailleurs qualifiés et artisans	3	3	0						
Semi-skilled manual workers Travailleurs manuels spécialisés	34	34	0	1	1	0	1	1	0
Other manual workers Autres travailleurs manuels	19	19	0						
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	74	63	11	1	1	0	2	1	1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTE: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS A TEMPS PARTIEL*

Form
Formulaire 4 Part B
Partie B

Name of Business Nom de l'entreprise: BYERS TRANSPORT LTD.		Industrial Sector Branche d'activité: TRUCK TRANSPORT INDUSTRIES										
Location/Endroit		Province/Territory (specify) Province/Territoire (préciser): ALBERTA										
<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Permanent part-time employees hired Recrutements: salariés permanents à temps partiel										
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12
Upper level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/Women Contremaîtres												
Clerical workers Employés de bureau	34	3	31				1	1	0	1	1	0
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés	24	24	0				1	1	0			
Other manual workers Autres travailleurs manuels	29	29	0	1	1	0	1	1	0			
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	87	56	31	1	1	0	3	3	0	1	1	0

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1000 (3000-03-96)

Canada



NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Location-Endroit

☐ National (Canada)
National (Canada)

☒ Province/Territory (specify)
Province/Territoire (préciser)

ALBERTA

Reporting Period:
Période de rapport:

19 89

Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels	1	1	0									
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres	1	1	0									
Clerical workers Employés de bureau	2	0	2									
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés	1	1	0									
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	5	3	2									
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	5	3	2									

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire

5

Part 8
Partie 8

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALAIRES PERMANENTS A TEMPS PARTIEL*

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Location-Endroit

☐ National (Canada)
National (Canada)

☒ Province / Territory (specify)
Province / Territoire (préciser)

ALBERTA

Reporting Period:
Période de rapport:

19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salaires promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS	0	0	0									
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	0	0	0									

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires

1 (607) 986 (9 86)

Canada



NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Location-Endroit

☐ National (Canada)
National (Canada)

☒ Province/Territory (specify)
Province/territoire (préciser)

ALBERTA

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Reporting Period:
Période de rapport:

19 89

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	2	2	0									
Middle or other managers Cadres intermédiaires et autres cadres	0	0	0									
Professionals Professionnels	0	0	0									
Semi-professionals and technicians Semi-professionnels et techniciens	0	0	0									
Supervisors Surveillants	0	0	0									
Firemen/women Contremaîtres	2	2	0									
Clerical workers Employés de bureau	14	2	12									
Sales workers Employés du secteur de la vente	1	1	0									
Service workers Employés du secteur des services	0	0	0									
Skilled crafts and trades workers Travailleurs qualifiés et artisans	5	5	0				1	1	0	1	1	0
Semi-skilled manual workers Travailleurs manuels spécialisés	26	26	0	2	2	0	1	1	0			
Other manual workers Autres travailleurs manuels	19	19	0									
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CÉSSATIONS DE FONCTIONS	79	61	13	2	2	0	2	2	0		1	0

Use separate Parts for permanent part time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Location-Endroit

☐ National (Canada)
National (Canada)

☒ Province / Territory (specify)
Province / territoire (préciser)

ALBERTA

Industrial Sector:
branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Reporting Period:
Période de rapport:

19 89

**PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL***

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	0	0	0									
Middle or other managers Cadres intermédiaires et autres cadres	0	0	0									
Professionals Professionnels	0	0	0									
Semi-professionals and technicians Semi-professionnels et techniciens	0	0	0									
Supervisors Surveillants	0	0	0									
Furniturewomen Contremaîtres	0	0	0									
Clerical workers Employés de bureau	20	1	19									
Sales workers Employés du secteur de la vente	0	0	0									
Service workers Employés du secteur des services	0	0	0									
Skilled crafts and trades workers Travailleurs qualifiés et artisans	0	0	0									
Semi-skilled manual workers Travailleurs manuels spécialisés	14	14	0									
Other manual workers Autres travailleurs manuels	17	17	0	2	2	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	51	32	19	2	2	0	1	1	0	1	1	0

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1 (MP 1005 (9-86))



Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PLEIN*

NOTE: See instructions
NOTA: Voir instructions

Name of Business: BYERS TRANSPORT LTD. Industrial Sector: TRUCK TRANSPORT INDUSTRIES Reporting Period: 19 89
Nom de l'entreprise: Branche d'activité: Période de rapport:

Location-Endroit	<input type="checkbox"/> National (Canada) National (Canada)	<input type="checkbox"/> Province / Territory (Specify) Province / territoire (préciser)	<input checked="" type="checkbox"/> Designated CMA (Specify) RMR désignée (préciser)	Edmonton											
	Top and bottom of salary range Maximum et minimum de l'échelle de remunération	** Quarter Quart	All Employees Tous les salaires			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles			
Occupational Groups Catégories professionnelles	Col 1		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	
Upper-level managers Cadres supérieurs	70,000+ 54,999	4	4	4	0										
	50,000+ 34,999	2	2	2	0										
	40,000+ 34,999	1	1	1	0										
Middle or other managers Cadres intermédiaires et autres cadres	35,000+ 29,999	4	5	5	0										
	30,000+ 24,999	3	5	5	0										
	25,000+ 19,999	2	3	3	0										
Professionals Professionnels	35,000+ 29,999	4	3	3	0										
	30,000+ 24,999	3	3	1	1										
	25,000+ 19,999	2	1	0	0										
Semi-professionals and technicians Semi-professionnels et techniciens		4													
		2													
Supervisors Surveillants	30,000+ 24,999	4	1	0	1										
	25,000+ 19,999	3	0	0	0										
	20,000+ 14,999	1	1	0	1										
Foremen/women Contramaîtres	35,000+ 29,999	4	2	2	0										
	34,999	3	1	1	0										
	30,000+ 24,999	2	1	1	0										

Use separate parts for permanent part time and temporary employees
* Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé





Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part A, Page 2
Partie ANOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et Minimum de l'échelle de remunération	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	20,500 - 24,999	1	7	3	5									
	25,000 - 29,999	3	7	0	7									
	30,000 - 34,999	2	14	0	14	0	0	0	0	0	0	0	0	0
	35,000 - 39,999	1	11	0	11				0	0	0	0	0	0
Sales workers Employés du secteur de la vente	20,500 - 24,999	4	1	1	0									
	25,000 - 29,999	3	1	1	0									
	30,000 - 34,999	2	0	0	0									
	35,000 - 39,999	1	3	3	0									
Service workers Employés du secteur des services	20,500 - 24,999	4												
	25,000 - 29,999	3												
	30,000 - 34,999	2												
	35,000 - 39,999	1												
Semi-skilled manual workers Travailleurs manuels spécialisés	20,500 - 24,999	4	83	85	0	1	1	0	1	1	0	1	1	0
	25,000 - 29,999	3	2	2	0	2	2	0	2	2	0	2	2	0
	30,000 - 34,999	2	24	24	0	0	0	0	1	1	0	0	0	0
	35,000 - 39,999	1	29	29	0	0	0	0	1	1	0	0	0	0
Other manual workers Autres travailleurs manuels	20,500 - 24,999	4	1	1	0									
	25,000 - 29,999	3	11	11	0									
	30,000 - 34,999	2												
	35,000 - 39,999	1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			251	208	43	3	3	0	10	8	2	3	3	0

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter.
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part B
Partie B Page 1

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PARTIEL*

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

BYERS TRANSPORT LTD.

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT INDUSTRIES

Reporting Period:
Période de rapport

19 **89**

Location: Endroit

☐ National (Canada)
National (Canada)

☐ Province / Territory (specify)
Province / territoire (préciser)

EDMONTON

☒ Designated CMA (specify)
RMR désignées (préciser)

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quart Col 1	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Upper-level managers Cadres supérieurs		4	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
		3												
		2												
Middle or other managers Cadres intermédiaires et autres cadres		1												
		3												
		2												
Professionals Professionnels		1												
		4												
		3												
Semi-professionals and technicians Semi-professionnels et techniciens		2												
		1												
		4												
Supervisors Surveillants		3												
		2												
		1												
Foremen/women Contremaîtres		4												
		3												
		2												
		1												

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires

**

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part B
Partie B, Page 2

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et Minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	20,000- 22,449 1,500- 9,999	4 3 2 1	1 2 12 20	0 2 3 0	1 0 9 30				1 1 3 4	1 1 3 0	0 0 9 30	2 3 15 20	1 1 3 0	1 1 9 30
Sales workers Employés du secteur de la vente		4 3 2 1												
Service workers Employés du secteur des services		4 3 2 1	4 3 2 1											
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4 3 2 1												
Semi-skilled manual workers Travailleurs manuels spécialisés	25,000- 27,499 10,000- 12,499	4 3 2 1	1 0 1 1	1 0 1 1	0 0 0 0									
Other manual workers Autres travailleurs manuels	13,500- 14,999 5,000- 7,499	4 3 2 1	17 16 6 1	17 16 6 1	0 0 0 0	1 1 1 3	1 1 1 3	0 0 0 0	1 1 1 3	1 1 2 3	0 0 0 0	1 1 1 3	1 1 1 3	0 0 0 0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			94	54	40	3	3	0	5	5	0	5	3	2

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter.
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

FORM 1806 (9-90) 1-2

Canada

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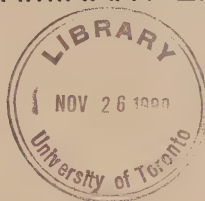
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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Ottawa (Canada) K1A 0S9

I D E N T I F I C A T I O N	NAME OF EMPLOYER	FULL LEGAL NAME OCN COMMUNICATIONS LIMITED	COMMON OR BUSINESS NAME OCN COMMUNICATIONS LIMITED
	ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS 80 PATINA RISE S.W. CALGARY, ALBERTA T2C 3L9	MAILING ADDRESS P.O. BOX 7060, STATION E CALGARY, ALBERTA T2C 3L9
O F F I C E R S	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	
	SHAUN W. PURDUE	DANNA MCLEOD	
P O S I T I O N	POSITION TITLE	POSITION TITLE	AREA CODE TELEPHONE NUMBER
	PRESIDENT	MANAGER, HUMAN RESOURCES	403 : 240 - 5712

R E P O R T S U M M A R Y	INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES	GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)	DESIGNATED CMAs	PROVINCES/TERRITORIES		
		TELECOMMUNICATION BROADCASTING	291		CALGARY	263	ONT.	0
		INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES		EDMONTON	22	QUE.	0
		0	0		N.S.	0		
	INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES	0	0	HALIFAX	0	N.B.	0
		0	0	0	MONTREAL	0	MAN.	0
		0	0	0	0	B.C.	0	
		0	0	0	0	REGINA	0	P.E.I.
	INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES	0	0	TORONTO	0	SASK.	0
		0	0	0	0	ALTA.	291	
0		0	0	0	VANCOUVER	0	N.F.D.	0
0		0	0	0	WINNIPEG	0	YKN.	0
EMPLOYMENT STATUS CATEGORIES	NUMBER OF PERMANENT EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES	TOTAL EMPLOYEES IN CANADA	291			
233	27	0						

C E R T I F I C A T I O N	CERTIFICATION	I, (Name) <u>Shaun W. Purdue</u> , HEREBY CERTIFY ON BEHALF OF (Name of Employer) <u>OCN COMMUNICATIONS LIMITED</u> THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.	CORPORATE
	OF ACCURACY		SEAL
	DATE	<u>11/11/91</u>	SIGNATURE <u>[Signature]</u>

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Part A

Page 1

Name of Business: 009047 CFBN COMMUNICATIONS														Industrial Sector: 481 TELECOMMUNICATION BROADCAST														Reporting Period: 1989													
Location: X National (Canada)														Province/Territory														Designated CMA													
OCCUPATIONAL GROUPS	Top and bottom of salary range	B	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities																													
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women																											
															Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women															
			Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13																										
Upper-level managers	70000 and over	4	1	1																																					
	60000	2																																							
	54999	1	4	4																																					
	70000 and over	4	2	2																																					
Middle or other managers	25000	2	5	5																																					
	27499	1	17	11	6																																				
	70000 and over	4	1	1																																					
	70000 and over	4	1	1																																					
Professionals	70000 and over	4	1	1																																					
	15000	2	3	2	1																																				
	17499	1	110	91	19				4	4		1	1																												
	60000	4	1	1																																					
Supervisors	64999	3																																							
	22500	2																																							
	24999	1	3		3																																				
	45000	4	3	3					1	1																															
Foremen/women	49999	3	2	2																																					
	35000	2	1	1																																					
	39999	1	2	1	1																																				

Name of Business: 008047 CFEN COMMUNICATIONS Industrial Sector: 48! TELECOMMUNICATION BROADCASTING Reporting Period: 1989

Location: % National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total			Total			Total			Total			
		Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women	
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	14	4	1	3									
	34999	13	4	1	3									
	15000	12	13	1	12						1		1	
	17499	11	12	1	11	1		1			1		1	
Sales workers	70000 and over	14	2	1	1									
	12500	13	3		3									
	14999	12	2	2	1									
		11	14	8	6				1	1				
Service workers		14												
		13												
		12												
		11												
Skilled crafts and trades workers	40000	14	3	3										
	44999	13	3	3					2	2		1	1	
	22500	12	3	3								1	1	
	24999	11	3	3										
Semi-skilled manual workers	15000	14	1	1										
	17499	13												
	0	12												
	0	11												
Other manual workers		14												
		13												
		12												
		11												
TOTAL NUMBER OF EMPLOYEES			233	163	70	1		1	8	8		5	3	2

Page 1

Location:	X National (Canada)	Province/Territory	Designated CMA
-----------	---------------------	--------------------	----------------

[illegible]

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Part A

Name of Business: 008047 OFCN COMMUNICATIONS LIMIT							Industrial Sector: 481 TELECOMMUNICATION BROADCASTING						
Location: X National (Canada) Province/Territory (specify)							Reporting Period: 1989						
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0	
\$10,000-\$14,999	1	1	0	0	0	0	0	0	0	0	0	0	
\$15,000-\$17,499	7	3	4	1	0	1	0	0	0	1	0	1	
\$17,500-\$19,999	14	6	8	0	0	0	0	0	0	0	0	0	
\$20,000-\$22,499	18	12	6	0	0	0	0	0	0	1	0	1	
\$22,500-\$24,999	30	15	15	0	0	0	1	1	0	0	0	0	
\$25,000-\$27,499	23	12	11	0	0	0	1	1	0	0	0	0	
\$27,500-\$29,999	19	14	5	0	0	0	1	1	0	0	0	0	
\$30,000-\$34,999	38	29	9	0	0	0	1	1	0	3	3	0	
\$35,000-\$39,999	23	21	2	0	0	0	1	1	0	0	0	0	
\$40,000-\$49,999	31	27	4	0	0	0	3	3	0	0	0	0	
\$50,000-\$69,999	15	14	1	0	0	0	0	0	0	0	0	0	
\$70,000 >	14	9	5	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	233	163	70	1	0	1	8	8	0	5	3	2	

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Part E

Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

1 Reporting Period: 1933

[illegible]

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business:		008047 OFCN COMMUNICATIONS						Industrial Sector:		481 TELECOMMUNICATION BR					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989							
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
Super-level managers	0	0	0	0	0	0	0	0	0	0	0	0			
Middle or other managers	1	0	1	0	0	0	0	0	0	0	0	0			
Professionals	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-professionals and technicians	20	16	4	0	0	0	0	0	0	0	0	0			
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0			
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0			
Clerical workers	12	1	11	1	0	1	0	0	0	1	0	1			
Sales workers	9	6	3	0	0	0	1	1	0	0	0	0			
Service workers	0	0	0	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0			
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES HIRED	40	24	16	1	0	1	1	1	0	1	0	1			

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part 3

[illegible]

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business:		008047 OFCN COMMUNICATIONS						Industrial Sector:		481 TELECOMMUNICATION BROADCASTING					
Location:		% National (Canada) Province/Territory (specify)						Reporting Period: 1989							
Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)															
OCCUPATIONAL GROUPS		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12		
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0			
Middle or other managers	3	3	0	0	0	0	0	0	0	0	0	0			
Professionals	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-professionals and technicians	14	12	2	0	0	0	1	1	0	0	0	0			
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0			
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0			
Clerical workers	3	0	3	0	0	0	0	0	0	0	0	0			
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0			
Service workers	0	0	0	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	1	1	0			
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL NUMBER OF EMPLOYEES PROMOTED	24	18	5	0	0	0	1	1	0	1	1	0			
TOTAL NUMBER OF PROMOTIONS	24	18	6	0	0	0	1	1	0	1	1	0			

Part 5

[illegible]

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business:		008047 CFEN COMMUNICATIONS						Industrial Sector:		481 TELECOMMUNICATION BROADCASTING			
Location:		<input checked="" type="checkbox"/> National (Canada)		Province/Territory (specify)						Reporting Period: 1989			
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total			Total			Total			Total			
	Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	29	29	11	0	0	0	1	0	1	1	1	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	16	1	15	0	0	0	1	0	1	0	0	0	
Sales workers	12	9	3	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	2	2	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	70	44	29	0	0	0	2	0	2	1	1	0	

•

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part 2

[illegible]

Name of Business: 008047 CFON COMMUNICATIONS Industrial Sector: 481 TELECOMMUNICATION BROADCAST Reporting Period: 1999

Location: National (Canada) Province/Territory Designated CMA 01 CALGARY

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total			Total			Total			Total				
		Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women		
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	
Clerical workers	30000	4	4	1	3										
	24999	13	4	1	3										
	15000	12	13	1	12										
	17499	11	12	1	11	1		1			1				
Sales workers	70000 and over	14	2	1	1										
	12500	12	3	2	1										
	14999	11	14	8	6				1	1					
	Service workers		14												
		13													
		12													
		11													
Skilled crafts and trades workers	40000	14	2	2											
	44999	13	3	2					2	2		1	1		
	22500	12	3	3							1		1		
	24999	11	3	3											
Semi-skilled manual workers	15000	14	1	1											
	17499	13													
	0	12													
	0	11													
Other manual workers		14													
		13													
		12													
		11													
TOTAL NUMBER OF EMPLOYEES			232	162	70	1			1	8	8		5	3	2

Page 1

Location:	National (Canada)	Province/Territory	X Designated CMA	01 CALGARY
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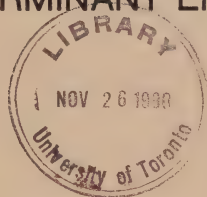
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-E52

EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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Ottawa (Canada) K1A 0S9

I D E N T I F I C A T I O N	NAME OF EMPLOYER	FULL LEGAL NAME CFCW LTD. (CFCW BROADCASTING)		COMMON OR BUSINESS NAME CFCW LTD. (CFCW BROADCASTING)	
	ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS 4752 - 99 STREET EDMONTON, ALBERTA T6E 5H5		MAILING ADDRESS 4752 - 99 STREET EDMONTON, ALBERTA T6E 5H5	
	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER WARREN H. HOLTE		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY WARREN H. HOLTE	
	POSITION	POSITION TITLE PRESIDENT		POSITION TITLE PRESIDENT	AREA CODE 403

R E P O R T S U M M A R Y	INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES 106	GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)	DESIGNATED CMAS	PROVINCES/TERRITORIES		
		TELECOMMUNICATION BROADCASTING			CALGARY	0	ONT.	0
		INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES 0		EDMONTON	52	QUE.	0
							N.S.	0
		INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES 0		HALIFAX	0	N.B.	0
					MONTREAL	0	MAN.	0
		INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES 0		REGINA	0	B.C.	22
EMPLOYMENT STATUS CATEGORIES	NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES		VANCOUVER	0	Nfld	0
					TORONTO	0	YKN	0
					WINNIPEG	0	N.W.T.	0
	95	3	4		TOTAL EMPLOYEES IN CANADA		106	

C E R T I F I C A T I O N	CERTIFICATION OF ACCURACY	I, (Name) <u>WARREN HOLTE</u> , HEREBY CERTIFY ON BEHALF OF (Name of Employer) <u>CFCW BROADCASTING</u> , THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.		CORPORATE
				SEAL
	DATE <u>May 31/90</u>	SIGNATURE <u>Warren Holte</u>		

CFCW LTD. 4752-99 Street, Edmonton, Alberta T6E 5H5, Phone (403)437-7879, FAX (403)436-9803

CFCW
AM STEREO
Edmonton/Camrose, AB

CKRA
FM STEREO
Edmonton, AB

CHRK
FM STEREO
Kamloops, BC

May 31, 1990

Ms. Marnie Clarke
Director General
Employment Equity Branch
140 Promenade du Portage
Phase IV - 5th Floor
Ottawa/Hull
K1A 0J9


Dear Ms. Clarke:

Enclosed please find our 1989 Employment Equity Report as required by the Employment Equity Act (and computer disk).

We are pleased to advise that CFCW has taken the initiative to establish scholarship endowment funds at post-secondary institutions in Camrose, Kamloops and Edmonton where special consideration will be given to members of the designated groups. These scholarships are in the area of radio-television arts and entertainment.

Yours very truly,

CFCW BROADCASTING


Warren H. Holte
President

WHH/lb
encl.

Part A Page 1

Location:	X National (Canada)	Province/Territory	Designated CMA
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[illegible]

Name of Business: 008048 CFCW LTD.		Industrial Sector: 481 TELECOMMUNICATION BROADCAST		Reporting Period: 1989									
Location: X National (Canada)		Province/Territory		Designated CMA									
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	22500	4	4		4								
	24999	3	1		1								
	12500	2	3		3								
	14999	1	3	1	2								
Sales workers	70000 and over	4	3	3									
	22500	3	2	2									
	22500	2	4	4									
	24999	1	6	5	1								
Service workers		4											
		3											
		2											
		1											
Skilled crafts and trades workers		4											
		3											
		2											
		1											
Semi-skilled manual workers		4											
		3											
		2											
		1											
Other manual workers	10000	4	1		1								
	12499	3											
	0	2											
	0	1											
TOTAL NUMBER OF EMPLOYEES			95	65	29	1	1						

Part 8 Page 1

Name of Business:	008048 CFCW LTD.	Industrial Sector:	481 TELECOMMUNICATION BROADCAST	Reporting Period:	1999
Location:	X National (Canada)	Province/Territory		Designated CMA	
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees Total Number Men Women	Aboriginal Peoples Total Number Men Women	Persons with Disabilities Total Number Men Women	Members of Visible Minorities Total Number Men Women
	Col 1	Col 2 Col 3 Col 4	Col 5 Col 6 Col 7	Col 8 Col 9 Col 10	Col 11 Col 12 Col 13
Upper-level managers					
Middle or other managers					
Professionals					
Semi-professionals and technicians	15000 17499 2500 4999	1 1	1		
Supervisors					
Foremen/women					

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: 008048 CFCW LTD. Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: X National (Canada) Province/Territory (specify) Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$10,000	1	1	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	8	2	6	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	7	2	5	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	6	5	1	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	9	5	4	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	13	7	6	0	0	0	0	0	0	0	0	0
\$25,000-\$27,499	8	6	2	1	1	0	0	0	0	0	0	0
\$27,500-\$29,999	9	7	2	0	0	0	0	0	0	0	0	0
\$30,000-\$34,999	9	7	2	0	0	0	0	0	0	0	0	0
\$35,000-\$39,999	1	1	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	12	11	1	0	0	0	0	0	0	0	0	0
\$50,000-\$69,999	4	4	0	0	0	0	0	0	0	0	0	0
\$70,000 >	8	8	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	95	66	29	1	1	0	0	0	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Part 8

Name of Business: 008048 CFCW LTD.

Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: ☒ National (Canada) ☐ Province/Territory (specify)

Reporting Period: 1989

[illegible]

PERMANENT PART-TIME EMPLOYEES HIRED

1 TELECOMMUNICATION BR

[illegible]

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

[illegible]

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Part 8

[illegible]

8049

CA 1
M
-E5 2

EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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Approvisionnement et Services Canada
Ottawa (Canada) K1A 0S9

I D E N T I F I C A T I O N	NAME OF EMPLOYER	FULL LEGAL NAME CALGARY TELEVISION LIMITED		COMMON OR BUSINESS NAME CPAC TV (CHANNELS 2 & 7)	
	ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS 222 - 23 STREET N.E. CALGARY, ALBERTA.		MAILING ADDRESS 222 - 23 STREET N.E. CALGARY, ALBERTA. T2J 5S9	
	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER DAVE PENN		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY GEORGE MAKORONIUI	
	POSITION	POSITION TITLE PRESIDENT		POSITION TITLE MANAGER, INFORMATION SYSTEMS	AREA CODE TELEPHONE NUMBER 403 : 235 - 7727

R E P O R T S U M M A R Y	INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES 178	GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)	DESIGNATED CNAs	PROVINCES/TERRITORIES		
		TELECOMMUNICATION BROADCASTING			CALGARY	178	ONT.	0
		INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES 0		EDMONTON	0	QUE.	0
		INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES 0		HALIFAX	0	N.B.	0
		INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES 0		MONTREAL	0	MAN.	0
					REGINA	0	B.C.	0
					TORONTO	0	P.E.I.	0
					VANCOUVER	0	SASK.	0
	EMPLOYMENT STATUS CATEGORIES	NUMBER OF PERMANENT FULL-TIME EMPLOYEES 154	NUMBER OF PERMANENT PART-TIME EMPLOYEES 24	NUMBER OF TEMPORARY EMPLOYEES 1	WINNIPEG	0	ALTA.	178
	TOTAL EMPLOYEES IN CANADA					178		

C E R T I F I C A T I O N	CERTIFICATION OF ACCURACY	I, (Name) <u>Dave Penn</u> , HEREBY CERTIFY ON BEHALF OF (Name of Employer) <u>Calgary Television Limited</u> , THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.	 CORPORATE SEAL
		DATE <u>May 11/90.</u>	SIGNATURE <u>Dave Penn</u>	

Part A Page 1

Location: ☒ National (Canada) ☐ Province/Territory ☐ Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
		Total Number	Men Women	Total Number Men Women	Total Number Men Women
		Col 1	Col 2 Col 3 Col 4	Col 5 Col 6 Col 7	Col 8 Col 9 Col 10 Col 11 Col 12 Col 13
Upper-level managers	70000 and over	4 1 1			
	65000	2 2 2			
	69999	1 3 3			
Middle or other managers	70000 and over	4 3 3			
	40000	2 1 1			
	44999	1 2 2			
Professionals	70000 and over	4 1 1			
	55000	2			
	59999	1 1 1			
Semi-professionals and technicians	70000 and over	4 1 1			
	15000	2 45 36 9			
	17499	1 18 9 9			3 1 2
Supervisors	55000	4 1 1			
	59999	2			
	40000	2 1 1			
	44999	1 1 1			
Foremen/women	55000	4 1 1			
	59999	3 5 5			
	25000	2 9 9			
	27499	1 6 6			

Page 1

Location:	X National (Canada)	Province/Territory	Designated CMA
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OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
		Total Number	Men Women	Total Number Men Women	Total Number Men Women
	Col 1	Col 2 Col 3 Col 4	Col 5 Col 6 Col 7	Col 8 Col 9 Col 10	Col 11 Col 12 Col 13
Upper-level managers					
Middle or other managers					
Professionals					
Semi-professionals and technicians	20000 22499 2500 4999	1 1 3 2	1 3 2		
Supervisors					
Foremen/women					

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Reporting Period: 1989

[illegible]

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Part B

Name of Business: 008049 CALGARY TELEVISION LIMITE

Industrial Sector: 481 TELECOMMUNICATION BROADCASTING;

Location: ☒ National (Canada) Province/Territory (specify)

Reporting Period: 1989

[illegible]

PERMANENT PART-TIME EMPLOYEES HIRED

Part 8

Location: National (Canada) Province/Territory (specify) ; Reporting Period: 1989

[illegible]

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

[illegible]

Part. B

[illegible]

Part A

[illegible]

8054

CA 1

M
-E5 2

EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form
Formulaire 1

<p>1 FULL LEGAL NAME - NOM LÉgal AU COMPLET Canadian Freightways Limited</p>		<p>2 CANADIAN FREIGHTWAYS LIMITED MAILING ADDRESS - ADRESSE POSTALE P.O. Box 1108 Station "1" Calgary, Alberta T2H 2J1</p>		<p>3 AREA CODE AND REC 403</p>		<p>4 TELEPHONE NUMBER MAIN/PRIN TELEPHONE 287</p>		<p>5 TELEPHONE NUMBER TOLL FREE/1-800 190</p>	
<p>6 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PRÉMIER DIRIGEANT DE L'ENTREPRISE Darshan S. Kailly</p>		<p>7 POSITION TITLE - TITRE/OU/FONCTION President and General Manager</p>		<p>8 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI B.W. Gordon</p>		<p>9 DESIGNATED C.M.A. R.M. PERSONNEL 301</p>		<p>10 PROVINCE/TERritoIRES PROVINCES/TERritoIRES ONT-QT</p>	
<p>11 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 Truck Transport Industries</p>		<p>12 NO. OF EMPLOYEES NOMBRE DE SALAIRES 1265</p>		<p>13 GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) 301</p>		<p>14 PROVINCE/TERritoIRES PROVINCES/TERritoIRES ONT-QT</p>		<p>15 PROVINCE/TERritoIRES PROVINCES/TERritoIRES 0</p>	
<p>16 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2</p>		<p>17 NO. OF EMPLOYEES NOMBRE DE SALAIRES</p>		<p>18 GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) 199</p>		<p>19 PROVINCE/TERritoIRES PROVINCES/TERritoIRES 0</p>		<p>20 PROVINCE/TERritoIRES PROVINCES/TERritoIRES 0</p>	
<p>19 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3</p>		<p>20 NO. OF EMPLOYEES NOMBRE DE SALAIRES</p>		<p>21 GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) 0</p>		<p>22 PROVINCE/TERritoIRES PROVINCES/TERritoIRES 0</p>		<p>23 PROVINCE/TERritoIRES PROVINCES/TERritoIRES 0</p>	
<p>20 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4</p>		<p>21 NO. OF EMPLOYEES NOMBRE DE SALAIRES</p>		<p>22 GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) 0</p>		<p>23 PROVINCE/TERritoIRES PROVINCES/TERritoIRES 0</p>		<p>24 PROVINCE/TERritoIRES PROVINCES/TERritoIRES 0</p>	
<p>22 NUMBER OF PERMANENT EMPLOYEES NOMBRE DE SALAIRES PERMANENTS A TEMPS PLEIN 876</p>		<p>23 NUMBER OF PERMANENT EMPLOYEES NOMBRE DE SALAIRES PERMANENTS A TEMPS PARTIEL 92</p>		<p>24 NUMBER OF TEMPORARY EMPLOYEES NOMBRE DE SALAIRES TEMPORAIRES 3</p>		<p>25 TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DES SALAIRES AU CANADA 1265</p>		<p>26 PROVINCE/TERritoIRES PROVINCES/TERritoIRES 0</p>	
<p>27 CERTIFICATION OF ACCURACY ATTESTATION D'EXACTITUDE</p>		<p>28 SIGNATURE - SIGNATURE Brent W. Gordon</p>		<p>29 DATE - DATE June 18, 1990</p>		<p>30 CORPORATE SEAL SCEAU DE LA SOCIÉTÉ</p>		<p>31 CANADIAN FREIGHTWAYS LIMITED</p>	

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR LES INSTRUCTIONS POUR REMPLIR TOUS LES FORMAIRES

LMP 344(1/9-84)

Canada



Employment and
Immigration Canada

Emploi et
Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY - EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI - IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'ACCURACY

Form
Formulaire 1

1. FULL LEGAL NAME - NOM LÉGALE AU COMPLET 1 Canadian Freightways Limited		2. COMMON OR BUSINESS NAME - NOM USUEL OU RASON SOCIÉTÉ 2 Canadian Freightways Limited	
3. ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'UN DES BÂTIMENTS PRINCIPAUX 3 4041A - 6 Street S.E. Calgary, Alberta		MAILING ADDRESS - ADRESSE POSTALE 4 P. O. Box 1108 Station "H" Calgary, Alberta T2H 2J1	
5. NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE 5 Darshan S. Kailly		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE EN MATIÈRE D'EMPLOI 6 B. W. Gordon	
6. POSITION TITLE - TITRE DU FONCTIONNAIRE 6 President and General Manager		POSITION TITLE - TITRE DU FONCTIONNAIRE 6 Personnel Assistant	
7. INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 7 Truck Transport Industries		8. NO. OF EMPLOYEES - NO. D'EMPLOYES 8 1265	
9. INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 9		9. NO. OF EMPLOYEES - NO. D'EMPLOYES 9	
10. INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 10		10. NO. OF EMPLOYEES - NO. D'EMPLOYES 10	
11. INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 11		11. NO. OF EMPLOYEES - NO. D'EMPLOYES 11	
12. NUMBER OF PERMANENT PART-TIME EMPLOYEES - NO. D'EMPLOYES À TEMPS PARTIEL PERMANENTS 12 876		13. NUMBER OF TEMPORARY EMPLOYEES - NO. D'EMPLOYES TEMPORAIRES 13 3	
14. EMPLOYMENT STATUS CATEGORIES - CATEGORIES DE SALAIRES 14		15. TOTAL EMPLOYEES IN CANADA - TOTAL DES EMPLOYES AU CANADA 15 1265	
16. CERTIFICATION OF ACCURACY 16 Darshan S. Kailly		17. HEREBY CERTIFY ON BEHALF OF (Name of employer) 17 Canadian Freightways Limited	
18. ATTESTATION D'ACCURACY 18		19. ATTESTE PAR LES PRÉSENTÉS AU NOM DE (Nom de l'employeur) 19	

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS.
NOTA: VOIR LES INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES.

CORPORATE
SEAL

SEAU DE LA
SOCIÉTÉ

LMP-104(12-83)

DATE - DATE May 25, 1990.

SIGNATURE - SIGNATURE

Canada

NAME OF BUSINESS : Canadian Freightways Limited
 INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE INDUSTRIES
 REPORTING PERIOD: 1989
 LOCATION : 1 National (CANADA) Province/Territory : Designated CMA:

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	1	1	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	4	4	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	8	7	1	0	0	0	0	0	0	1	0	1
	30,000 -	2	20	20	0	0	0	0	1	1	0	0	0	0
	34,999	1	50	45	5	1	1	0	0	0	0	0	0	0
PROFESSIONALS	55,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	59,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	1	7	6	1	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	45,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	49,999	3	1	0	1	0	0	0	0	0	0	0	0	0
	25,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	27,999	1	3	3	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	40,000 -	4	9	9	0	0	0	0	0	0	0	0	0	0
	44,999	3	3	3	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	6	6	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter;
 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
CLERICAL WORKERS	35,000 -	4	39	24	15	1	0	1	0	0	0	2	1	1
	39,999	3	88	23	65	1	0	1	2	0	2	3	2	1
	12,500 -	2	45	8	37	1	0	1	0	0	0	3	1	2
	14,999	1	17	5	12	0	0	0	0	0	0	4	1	3
SALES WORKERS	50,000 -	4	4	4	0	0	0	0	0	0	0	0	0	0
	54,999	3	5	4	1	0	0	0	0	0	0	0	0	0
	20,000 -	2	49	38	11	0	0	0	0	0	0	0	0	0
	22,499	1	17	8	9	0	0	0	1	0	1	2	0	2
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	60,000 -	4	33	33	0	1	1	0	0	0	0	1	1	0
	64,999	3	76	76	0	1	1	0	0	0	0	0	0	0
	12,500 -	2	242	238	4	7	7	0	7	7	0	7	7	0
	14,999	1	21	20	1	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	35,000 -	4	70	70	0	2	2	0	3	3	0	1	1	0
	39,999	3	24	23	1	0	0	0	0	0	0	1	1	0
	15,000 -	2	14	13	1	0	0	0	0	0	0	0	0	0
	17,499	1	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			876	711	165	15	12	3	14	11	3	27	17	10

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD: 1989						
Canadian Freightways Limited		INDUSTRIES												
LOCATION : I_National (CANADA)		Province/Territory :						Designated CMA:						
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
 full-time and temporary employees

** 1 refers to the lowest salary quarter;
 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
CLERICAL WORKERS	30,000 -	4	2	0	2	0	0	0	0	0	0	0	0	0
	34,999	3	11	1	10	0	0	0	0	0	0	1	0	1
	10,000 -	2	3	0	3	0	0	0	0	0	0	0	0	0
	12,499	1	11	0	11	0	0	0	0	0	0	0	0	0
SALES WORKERS	20,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND		4	0	0	0	0	0	0	0	0	0	0	0	0
TRADES WORKERS		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED		4	0	0	0	0	0	0	0	0	0	0	0	0
MANUAL WORKERS		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	35,000 -	4	11	11	0	0	0	0	0	0	0	0	0	0
	39,999	3	29	29	0	0	0	0	0	0	0	0	0	0
	10,000 -	2	6	6	0	0	0	0	0	0	0	1	1	0
	12,499	1	18	16	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			92	64	28	0	0	0	0	0	0	2	1	1

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES *
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 3 PART A

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD: 1989					
Canadian Freightways Limited			INDUSTRIES											
LOCATION : X National (CANADA)			Province/Territory : _____						Designated CHA: _____					
			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES			
SALARY RANGES			TOTAL			TOTAL			TOTAL		TOTAL			
			MEN			MEN			MEN		MEN			
			WOMEN			WOMEN			WOMEN		WOMEN			
			NUMBER			NUMBER			NUMBER			NUMBER		
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====			=====											
UNDER \$ 10,000			0	0	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999			3	2	1	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499			6	4	2	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999			16	7	9	0	0	0	0	0	0	4	1	3
\$ 20,000 - \$ 22,499			22	11	11	0	0	0	1	0	1	1	0	1
\$ 22,500 - \$ 24,999			32	14	18	0	0	0	0	0	0	2	1	1
\$ 25,000 - \$ 27,499			63	35	28	1	0	1	0	0	0	2	0	2
\$ 27,500 - \$ 29,999			81	47	34	2	1	1	1	1	0	4	3	1
\$ 30,000 - \$ 34,999			348	299	49	9	8	1	8	6	2	9	8	1
\$ 35,000 - \$ 39,999			107	99	8	0	0	0	3	3	0	2	2	0
\$ 40,000 - \$ 49,999			125	121	4	2	2	0	1	1	0	0	0	0
\$ 50,000 - \$ 69,999			64	63	1	1	1	0	0	0	0	2	1	1
\$ 70,000 AND OVER			9	9	0	0	0	0	0	0	0	1	1	0
=====			=====											
TOTAL NUMBER OF EMPLOYEES			876	711	165	15	12	3	14	11	3	27	17	10

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES *
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 1 PART B

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD: 1989			
Canadian Freightways Limited			INDUSTRIES									
LOCATION : I National (CANADA)			Province/Territory : _____						Designated CNA: _____			
SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====												
UNDER \$ 2,500			0	0	0	0	0	0	0	0	0	0
\$ 2,500 - \$ 4,999			0	0	0	0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499			0	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999			0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 12,499			11	9	2	0	0	0	0	0	0	0
\$ 12,500 - \$ 14,999			9	2	7	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499			9	5	4	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999			3	2	1	0	0	0	0	0	1	1
\$ 20,000 - \$ 24,999			14	11	3	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999			34	24	10	0	0	0	0	0	1	1
\$ 30,000 - \$ 39,999			12	11	1	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999			0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER			0	0	0	0	0	0	0	0	0	0
=====												
TOTAL NUMBER OF EMPLOYEES			92	64	28	0	0	0	0	0	2	1

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT FULL-TIME EMPLOYEES HIRED *

FORM 4 PART A

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY 1

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD:			1989		
Canadian Freightways Limited	INDUSTRIES											
LOCATION : <input checked="" type="checkbox"/> National (CANADA)	Province/Territory :						Designated CMA:					
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	9	8	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS	7	7	0	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	4	4	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	63	18	45	1	0	1	0	0	0	3	1	2
SALES WORKERS	45	32	13	0	0	0	0	0	0	2	0	2
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	85	82	3	0	0	0	2	2	0	0	0	0
OTHER MANUAL WORKERS	33	33	0	0	0	0	1	1	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
TOTAL NUMBER OF EMPLOYEES HIRED	247	185	62	1	0	1	3	3	0	6	2	4
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT PART-TIME EMPLOYEES HIRED *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 4 PART B

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE INDUSTRIES						REPORTING PERIOD: 1983		
Canadian Freightways Limited											
LOCATION : <u>X</u> National (CANADA)			Province/Territory : _____						Designated CMA: _____		
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES	
	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0
MIDDS OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	33	2	31	0	0	0	0	0	0	0	0
SALES WORKERS	1	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	106	102	4	0	0	0	0	0	0	1	1
TOTAL NUMBER OF EMPLOYEES HIRED	141	106	35	0	0	0	0	0	0	1	1

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT FULL-TIME EMPLOYEES PROMOTED * FORM 5 PART A
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE INDUSTRIES						REPORTING PERIOD: 1989			
Canadian Freightways Limited												
LOCATION : 1 National (CANADA)			Province/Territory :						Designated CMA:			
EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)												
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	NEW	WOMEN	TOTAL	NEW	WOMEN	TOTAL	NEW	WOMEN	TOTAL	NEW	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	8	8	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	3	3	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	6	6	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	7	3	4	0	0	0	0	0	0	0	0	0
SALES WORKERS	5	4	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	3	1	2	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	32	25	7	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	32	25	7	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT PART-TIME EMPLOYEES PROMOTED * FORM 5 PART B
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS : Canadian Freightways Limited			INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE INDUSTRIES						REPORTING PERIOD: 1989					
LOCATION : 1 National (CANADA)			Province/Territory : _____						Designated CMA: _____					
			EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS			TOTAL	NEW	WOMEN	TOTAL	NEW	WOMEN	TOTAL	NEW	WOMEN	TOTAL	NEW	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
			Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
=====			=====											
UPPER LEVEL MANAGERS			0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS			0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS			0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS			0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS			0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN			0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====											
TOTAL NUMBER OF EMPLOYEES PROMOTED			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====											
TOTAL NUMBER OF PROMOTIONS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====											

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT FULL-TIME EMPLOYEES TERMINATED *

FORM 6 PART A

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE INDUSTRIES						REPORTING PERIOD: 1989			
Canadian Freightways Limited												
LOCATION : X National (CANADA)			Province/Territory : _____						Designated CMA: _____			
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL MEN NUMBER			TOTAL MEN NUMBER			TOTAL MEN NUMBER			TOTAL MEN NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====												
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	10	9	1	1	1	0	0	0	0	0	0	0
PROFESSIONALS	5	5	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	2	2	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	44	10	34	0	0	0	0	0	0	0	0	0
SALES WORKERS	31	31	6	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	77	74	3	0	0	0	1	1	0	0	0	0
OTHER MANUAL WORKERS	22	22	0	0	0	0	1	1	0	1	1	0
=====												
TOTAL NUMBER OF EMPLOYEES TERMINATED	198	154	44	1	1	0	2	2	0	1	1	0

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT PART-TIME EMPLOYEES TERMINATED *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 6 PART 8

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD:			1989		
Canadian Freightways Limited			INDUSTRIES											
LOCATION : <input checked="" type="checkbox"/> National (CANADA)			Province/Territory : _____						Designated CMA: _____					
			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
UPPER LEVEL MANAGERS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
MIDDLE OR OTHER MANAGERS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
PROFESSIONALS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
SEMI-PROFESSIONALS AND TECHNICIANS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
SUPERVISORS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
FOREMEN/WOMEN			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
CLERICAL WORKERS			25	5	20	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
SALES WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
SERVICE WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
SKILLED CRAFTS AND TRADES WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
SEMI-SKILLED MANUAL WORKERS			3	3	0	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
OTHER MANUAL WORKERS			60	57	3	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
TOTAL NUMBER OF EMPLOYEES TERMINATED			88	65	23	0	0	0	0	0	0	0	0	0
=====			=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES *

FORM 2 PART A PAGE 1

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE								REPORTING PERIOD: 1989			
Canadian Freightways Limited		INDUSTRIES											
LOCATION : National (CANADA)		X Province/Territory : Ontario								Designated CMA:			
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE:	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES	
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	0	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	1	1	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0
	AND OVER	3	1	1	0	0	0	0	0	0	0	0	0
	40,000 -	2	3	3	0	0	0	0	0	0	0	0	0
	44,999	1	6	4	2	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	35,000 -	4	0	0	0	0	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0
	35,000 -	2	0	0	0	0	0	0	0	0	0	0	0
	39,999	1	1	1	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	30,000 -	4	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
part-time and temporary employees** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE ¹	QUARTER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	WEN	WOMEN	TOTAL NUMBER	WEN	WOMEN	TOTAL NUMBER	WEN	WOMEN	TOTAL NUMBER	WEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	15,000 -	4	2	1	1	0	0	0	0	0	0	0	0	0
	19,999	3	4	2	2	0	0	0	0	0	0	1	1	0
	15,000 -	2	13	2	11	0	0	0	0	0	0	1	0	1
	17,499	1	8	1	7	0	0	0	0	0	0	3	1	2
SALES WORKERS	45,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	49,999	3	5	2	3	0	0	0	0	0	0	0	0	0
	22,500 -	2	6	3	3	0	0	0	0	0	0	0	0	0
	24,999	1	3	1	2	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	35,000 -	4	3	3	0	0	0	0	1	1	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	3	2	1	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	27,500 -	4	3	3	0	0	0	0	0	0	0	1	1	0
	29,999	3	5	5	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	2	1	1	0	0	0	0	0	0	0	0	0
	17,499	1	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			17	44	33	0	0	0	1	1	0	6	3	3

¹ 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES *

FORM 2 PART B PAGE 1

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE									REPORTING PERIOD: 1989			
Canadian Freightways Limited		INDUSTRIES												
LOCATION : National (CANADA)		X Province/Territory : Ontario									Designated CMA:			
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE:	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
		**	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
full-time and temporary employees** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
CLERICAL WORKERS	22,500 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	24,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	1	2	0	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	20,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	25,000 -	4	13	13	0	0	0	0	0	0	0	0	0	0
	27,499	3	2	2	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	1	6	5	1	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES			25	21	4	0	0	0	0	0	0	1	1	0

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES *
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY!

FORM 3 PART A

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE								REPORTING PERIOD: 1989			
Canadian Freightways Limited		INDUSTRIES											
LOCATION : __ National (CANADA)		_X_ Province/Territory : __Ontario__						__ Designated CMA: __					
		ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
SALARY RANGES		TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
		NUMBER;			NUMBER;			NUMBER;			NUMBER;		
		Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000		0;	0;	0;	0;	0;	0;	0;	0;	0;	0;	0;	0;
\$ 10,000 - \$ 14,999		0;	0;	0;	0;	0;	0;	0;	0;	0;	0;	0;	0;
\$ 15,000 - \$ 17,499		2;	1;	1;	0;	0;	0;	0;	0;	0;	0;	0;	0;
\$ 17,500 - \$ 19,999		7;	2;	5;	0;	0;	0;	0;	0;	0;	2;	1;	
\$ 20,000 - \$ 22,499		7;	2;	5;	0;	0;	0;	0;	0;	0;	1;	0;	1;
\$ 22,500 - \$ 24,999		9;	3;	6;	0;	0;	0;	0;	0;	0;	0;	0;	0;
\$ 25,000 - \$ 27,499		13;	7;	6;	0;	0;	0;	0;	0;	0;	1;	0;	1;
\$ 27,500 - \$ 29,999		4;	4;	0;	0;	0;	0;	0;	0;	0;	2;	2;	0;
\$ 30,000 - \$ 34,999		11;	6;	5;	0;	0;	0;	0;	0;	0;	0;	0;	0;
\$ 35,000 - \$ 39,999		8;	6;	2;	0;	0;	0;	1;	1;	0;	0;	0;	0;
\$ 40,000 - \$ 49,999		10;	7;	3;	0;	0;	0;	0;	0;	0;	0;	0;	0;
\$ 50,000 - \$ 69,999		4;	4;	0;	0;	0;	0;	0;	0;	0;	0;	0;	0;
\$ 70,000 AND OVER		2;	2;	0;	0;	0;	0;	0;	0;	0;	0;	0;	0;
TOTAL NUMBER OF EMPLOYEES		77;	44;	33;	0;	0;	0;	1;	1;	0;	6;	3;	3;

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES *
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 3 PART B

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE								REPORTING PERIOD: 1989			
Canadian Freightways Limited		INDUSTRIES											
LOCATION : National (CANADA)		I. Province/Territory : Ontario								Designated CWA:			
SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES			
	TOTAL MEN		WOMEN	TOTAL MEN		WOMEN	TOTAL MEN		WOMEN	TOTAL MEN		WOMEN	
	NUMBER			NUMBER			NUMBER			NUMBER			
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	
UNDER \$ 2,500	0	0	0	0	0	0	0	0	0	0	0	0	
\$ 2,500 - \$ 4,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$ 5,000 - \$ 7,499	0	0	0	0	0	0	0	0	0	0	0	0	
\$ 7,500 - \$ 9,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$ 10,000 - \$ 12,499	0	0	0	0	0	0	0	0	0	0	0	0	
\$ 12,500 - \$ 14,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$ 15,000 - \$ 17,499	7	4	3	0	0	0	0	0	0	0	0	0	
\$ 17,500 - \$ 19,999	1	1	0	0	0	0	0	0	0	1	1	0	
\$ 20,000 - \$ 24,999	9	8	1	0	0	0	0	0	0	0	0	0	
\$ 25,000 - \$ 29,999	8	8	0	0	0	0	0	0	0	0	0	0	
\$ 30,000 - \$ 39,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0	
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	25	21	4	0	0	0	0	0	0	1	1	0	

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT FULL-TIME EMPLOYEES HIRED *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM (PART A

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE							REPORTING PERIOD:		1989	
Canadian Freightways Limited		INDUSTRIES										
LOCATION :		National (CANADA)		I Province/Territory :		Ontario		Designated CMA:				
		ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS		TOTAL MEN WOMEN			TOTAL MEN WOMEN			TOTAL MEN WOMEN		TOTAL MEN WOMEN		
		NUMBER			NUMBER			NUMBER		NUMBER		
		Col.1 Col.2 Col.3			Col.4 Col.5 Col.6			Col.7 Col.8 Col.9		Col.10 Col.11 Col.12		
UPPER LEVEL MANAGERS		0 0 0			0 0 0			0 0 0		0 0 0		
MIDDLE OR OTHER MANAGERS		5 4 1			0 0 0			0 0 0		0 0 0		
PROFESSIONALS		0 0 0			0 0 0			0 0 0		0 0 0		
SEMI-PROFESSIONALS AND TECHNICIANS		0 0 0			0 0 0			0 0 0		0 0 0		
SUPERVISORS		1 1 0			0 0 0			0 0 0		0 0 0		
FOREMEN/WOMEN		0 0 0			0 0 0			0 0 0		0 0 0		
CLERICAL WORKERS		18 2 16			0 0 0			0 0 0		2 1 1		
SALES WORKERS		14 8 6			0 0 0			0 0 0		0 0 0		
SERVICE WORKERS		0 0 0			0 0 0			0 0 0		0 0 0		
SKILLED CRAFTS AND TRADES WORKERS		0 0 0			0 0 0			0 0 0		0 0 0		
SEMI-SKILLED MANUAL WORKERS		11 8 3			0 0 0			1 1 0		0 0 0		
OTHER MANUAL WORKERS		8 8 0			0 0 0			0 0 0		0 0 0		
TOTAL NUMBER OF EMPLOYEES HIRED		57 31 26			0 0 0			1 1 0		2 1 1		

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT PART-TIME EMPLOYEES HIRED *

FORM 4 PART B

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD:			1989	
Canadian Freightways Limited			INDUSTRIES										
LOCATION : National (CANADA) _I_ Province/Territory : Ontario													

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT FULL-TIME EMPLOYEES PROMOTED *
 FIGURES REFLECT STATISTICS FOR COMPANY | ONLY |

FORM 5 PART A

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE INDUSTRIES						REPORTING PERIOD:			1982	
Canadian Freightways Limited													
LOCATION : National (CANADA)			I Province/Territory : Ontario						Designated CMA:				
EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)													
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES			
	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0	
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0	
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0	
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SALES WORKERS	2	1	1	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES PROMOTED	3	2	1	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF PROMOTIONS	3	2	1	0	0	0	0	0	0	0	0	0	

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT PART-TIME EMPLOYEES PROMOTED *
 FIGURES REFLECT STATISTICS FOR COMPANY ONLY !

FORM 5 PART B

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE INDUSTRIES						REPORTING PERIOD: 1989			
Canadian Freightways Limited												
LOCATION : National (CANADA) <input checked="" type="checkbox"/> Province/Territory : Ontario									Designated CMA: _____			
EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)												
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT FULL-TIME EMPLOYEES TERMINATED *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 6 PART A

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE INDUSTRIES						REPORTING PERIOD: 1989			
Canadian Freightways Limited												
LOCATION : National (CANADA)			Province/Territory : Ontario						Designated CMA:			
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	3	2	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	9	3	6	0	0	0	0	0	0	0	0	0
SALES WORKERS	11	7	4	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	7	4	3	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	7	7	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	37	23	14	0	0	0	0	0	0	1	1	0

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT PART-TIME EMPLOYEES TERMINATED *

FORM 6 PART B

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :		INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE INDUSTRIES						REPORTING PERIOD: 1989					
Canadian Freightways Limited													
LOCATION : National (CANADA)		X Province/Territory : Ontario						Designated CMA: _____					
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES			
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0	
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0	
CLERICAL WORKERS	3	0	3	0	0	0	0	0	0	0	0	0	
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	28	27	1	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	31	27	4	0	0	0	0	0	0	0	0	0	

* Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE									REPORTING PERIOD: 1989			
Canadian Freightways Limited		INDUSTRIES												
LOCATION : National (CANADA)		Province/Territory : Alberta									Designated CMA: _____			
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	1	1	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	4	4	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	7	6	1	0	0	0	0	0	0	1	0	1
	30,000 -	2	11	11	0	0	0	0	1	1	0	0	0	0
	34,999	1	20	17	3	1	1	0	0	0	0	0	0	0
PROFESSIONALS	55,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	59,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	1	7	6	1	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	45,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	49,999	3	1	0	1	0	0	0	0	0	0	0	0	0
	25,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	27,499	1	2	2	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	40,000 -	4	4	4	0	0	0	0	0	0	0	0	0	0
	44,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
part-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
CLERICAL WORKERS	35,000 -	4	37	20	17	0	0	0	1	0	1	1	1	0
	39,999	3	38	9	29	1	0	1	1	0	1	1	1	0
	12,500 -	2	13	2	11	0	0	0	0	0	0	1	1	0
	14,999	1	7	1	6	0	0	0	0	0	0	2	0	2
SALES WORKERS	40,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	44,999	3	12	11	1	0	0	0	0	0	0	0	0	0
	20,000 -	2	7	3	4	0	0	0	0	0	0	0	0	0
	22,499	1	6	3	3	0	0	0	1	0	1	1	0	1
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED	60,000 -	4	21	21	0	1	1	0	0	0	0	0	0	0
MANUAL WORKERS	64,999	3	36	36	0	1	1	0	0	0	0	0	0	0
	12,500 -	2	100	98	2	3	3	0	2	2	0	0	0	0
	14,999	1	9	9	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	35,000 -	4	33	33	0	0	0	0	1	1	0	0	0	0
	39,999	3	8	8	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	1	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			403	324	79	7	6	1	7	4	3	9	5	4

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES *

FORM 2 PART B PAGE 1

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE								REPORTING PERIOD: 1989				
Canadian Freightways Limited		INDUSTRIES												
LOCATION : __ National (CANADA)		_X_ Province/Territory : __Alberta								___ Designated CMA: _____				
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	WEN	WOMEN	TOTAL NUMBER	WEN	WOMEN	TOTAL NUMBER	WEN	WOMEN	TOTAL NUMBER	WEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
full-time and temporary employees** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

FORM 2 PART B PAGE 2

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL		WOMEN	TOTAL		WOMEN	TOTAL		WOMEN	TOTAL		WOMEN
			NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	27,500 -	4	7	1	5	0	0	0	0	0	0	0	0	0
	29,999	3	1	0	1	0	0	0	0	0	0	0	0	0
	10,000 -	2	2	0	2	0	0	0	0	0	0	0	0	0
	12,499	1	8	0	8	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	3	13	13	0	0	0	0	0	0	0	0	0	0
	10,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	12,499	1	5	4	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			37	19	18	0	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES *
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY!

FORM 3 PART A

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD: 1989			
Canadian Freightways Limited			INDUSTRIES									
LOCATION : National (CANADA)			Province/Territory : Alberta						Designated CNA:			
SALARY RANGES			ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES			
			TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN
			NUMBER		NUMBER		NUMBER		NUMBER		NUMBER	
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10
UNDER \$ 10,000			0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999			3	2	1	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499			4	3	1	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999			6	2	4	0	0	0	0	0	2	0
\$ 20,000 - \$ 22,499			6	1	5	0	0	0	1	0	1	0
\$ 22,500 - \$ 24,999			9	2	7	0	0	0	0	0	2	1
\$ 25,000 - \$ 27,499			31	17	14	1	0	1	0	0	0	0
\$ 27,500 - \$ 29,999			37	21	16	0	0	0	0	0	1	1
\$ 30,000 - \$ 34,999			149	125	24	3	3	0	5	3	2	1
\$ 35,000 - \$ 39,999			50	45	5	0	0	0	0	0	1	1
\$ 40,000 - \$ 49,999			61	60	1	2	2	0	1	1	0	0
\$ 50,000 - \$ 69,999			40	39	1	1	1	0	0	0	1	0
\$ 70,000 AND OVER			7	7	0	0	0	0	0	0	1	1
TOTAL NUMBER OF EMPLOYEES			403	324	73	7	6	1	7	4	3	9

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES *
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY!

FORM 3 PART 8

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD:			1989		
Canadian Freightways Limited			INDUSTRIES											
LOCATION : __ National (CANADA)			_I_ Province/Territory : __Alberta			__ Designated CMA: _____								
SALARY RANGES			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL MEN		WOMEN	TOTAL MEN		WOMEN	TOTAL MEN		WOMEN	TOTAL MEN		WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 2,500			0	0	0	0	0	0	0	0	0	0	0	0
\$ 2,500 - \$ 4,999			0	0	0	0	0	0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499			0	0	0	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999			0	0	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 12,499			6	4	2	0	0	0	0	0	0	0	0	0
\$ 12,500 - \$ 14,999			7	0	7	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499			1	0	1	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999			1	0	1	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 24,999			1	0	1	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999			20	14	6	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 39,999			1	1	0	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999			0	0	0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER			0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			37	19	18	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT FULL-TIME EMPLOYEES HIRED *

FORM 4 PART A

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE INDUSTRIES								REPORTING PERIOD: 1989			
Canadian Freightways Limited												
LOCATION : National (CANADA)	Province/Territory : Alberta								Designated CMA:			
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	NEW	WOMEN	TOTAL	NEW	WOMEN	TOTAL	NEW	WOMEN	TOTAL	NEW	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
OCCUPATIONAL GROUPS												
=====												
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	7	7	0	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	30	6	24	1	0	1	0	0	0	1	0	1
SALES WORKERS	14	11	3	0	0	0	0	0	0	1	0	1
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	31	31	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	8	8	0	0	0	0	1	1	0	0	0	0
=====												
TOTAL NUMBER OF EMPLOYEES HIRED	90	63	27	1	0	1	1	1	0	3	1	2
=====												

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT PART-TIME EMPLOYEES HIRED *

FORM 4 PART B

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD: 1989			
Canadian Freightways Limited			INDUSTRIES									
LOCATION : National (CANADA)			X Province/Territory : Alberta			Designated CMA: _____						
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	19	0	19	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	18	17	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	38	18	20	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT FULL-TIME EMPLOYEES PROMOTED *

FORM 5 PART A

FIGURES REFLECT STATISTICS FOR COMPANY | ONLY !

NAME OF BUSINESS :		INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE		REPORTING PERIOD: 1989									
Canadian Freightways Limited		INDUSTRIES											
LOCATION : National (CANADA)		Province/Territory : Alberta		Designated CMA:									
		EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
		ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS		TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN
		Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====													
UPPER LEVEL MANAGERS		0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	4	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		3	3	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		2	2	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS		3	1	2	0	0	0	0	0	0	0	0	0
SALES WORKERS		1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		3	1	2	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		0	0	0	0	0	0	0	0	0	0	0	0
=====													
TOTAL NUMBER OF EMPLOYEES PROMOTED		16	12	4	0	0	0	0	0	0	0	0	0
=====													
TOTAL NUMBER OF PROMOTIONS		16	12	4	0	0	0	0	0	0	0	0	0
=====													

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT PART-TIME EMPLOYEES PROMOTED *

FORM 5 PART B

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE INDUSTRIES						REPORTING PERIOD: 1989					
Canadian Freightways Limited														
LOCATION : National (CANADA) I Province/Territory : Alberta			Designated CMA: _____											
EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)														
ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES					
TOTAL MEN WOMEN			TOTAL MEN WOMEN			TOTAL MEN WOMEN			TOTAL MEN WOMEN					
NUMBER			NUMBER			NUMBER			NUMBER					
Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12			
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====		
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====		
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====		
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====		

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT FULL-TIME EMPLOYEES TERMINATED *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 6 PART A

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE INDUSTRIES							REPORTING PERIOD:		1989	
Canadian Freightways Limited												
LOCATION : <input type="checkbox"/> National (CANADA)		<input checked="" type="checkbox"/> Province/Territory : <input type="checkbox"/> Alberta							<input type="checkbox"/> Designated CMA:			
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL			TOTAL			TOTAL			TOTAL		
	MEN			MEN			MEN			MEN		
	WOMEN			WOMEN			WOMEN			WOMEN		
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====												
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	5	5	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	26	3	23	0	0	0	0	0	0	0	0	0
SALES WORKERS	10	10	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	26	26	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	5	5	0	0	0	0	1	1	0	0	0	0
=====												
TOTAL NUMBER OF EMPLOYEES TERMINATED												
	74	51	23	0	0	0	1	1	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT PART-TIME EMPLOYEES TERMINATED *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 6 PART B

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD: 1989			
Canadian Freightways Limited			INDUSTRIES									
LOCATION : National (CANADA)			I Province/Territory : Alberta			Designated CMA:						
OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====	=====			=====			=====			=====		
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	12	1	11	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	9	8	1	0	0	0	0	0	0	0	0	0
=====	=====			=====			=====			=====		
TOTAL NUMBER OF EMPLOYEES TERMINATED	22	10	12	0	0	0	0	0	0	0	0	0
=====												

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES *

FORM 2 PART A PAGE 1

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY!

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD: 1999						
Canadian Freightways Limited		INDUSTRIES												
LOCATION : __ National (CANADA)		I. Province/Territory : __British Columbia__						Designated CMA: _____						
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE:	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	45,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	49,999	3	4	4	0	0	0	0	0	0	0	0	0	0
	35,000 -	2	11	11	0	0	0	0	0	0	0	0	0	0
	39,999	1	4	4	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	25,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	40,000 -	4	5	5	0	0	0	0	0	0	0	0	0	0
	44,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	3	3	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
part-time and temporary employees** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE **	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL		WOMEN NUMBER	TOTAL		WOMEN NUMBER	TOTAL		WOMEN NUMBER	TOTAL		WOMEN NUMBER
			NUMBER	NUMBER		NUMBER	NUMBER		NUMBER	NUMBER		NUMBER	NUMBER	
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	30,000 -	4	19	8	11	1	0	1	0	0	0	1	0	1
	34,999	3	18	6	12	0	0	0	0	0	0	0	0	0
	20,000 -	2	10	0	10	1	0	1	0	0	0	1	0	1
	22,499	1	8	2	6	0	0	0	0	0	0	0	0	0
SALES WORKERS	50,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	54,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	17	15	2	0	0	0	0	0	0	0	0	0
	22,499	1	3	2	1	0	0	0	0	0	0	1	0	1
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	60,000 -	4	13	13	0	0	0	0	0	0	0	1	1	0
	64,999	3	37	37	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	134	132	2	3	3	0	4	4	0	7	7	0
	19,999	1	13	13	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	35,000 -	4	20	20	0	2	2	0	2	2	0	1	1	0
	39,999	3	15	15	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	6	5	1	0	0	0	0	0	0	0	0	0
	29,999	1	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			353	308	45	7	5	2	6	6	0	12	9	3

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY 1

FORM 2 PART 2 PAGE 1

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE INDUSTRIES									REPORTING PERIOD: 1985			
Canadian Freightways Limited														
LOCATION : National (CANADA)		X Province/Territory : British Columbia									Designated CMA:			
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
 full-time and temporary employees

** 1 refers to the lowest salary quarter;
 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE **	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL			TOTAL			TOTAL			TOTAL		
			NUMBER	MEN	WOMEN	NUMBER	MEN	WOMEN	NUMBER	MEN	WOMEN	NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	30,000 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	34,999	3	1	0	1	0	0	0	0	0	0	0	0	0
	20,000 -	2	3	0	3	0	0	0	0	0	0	1	0	1
	22,499	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	30,000 -	4	11	11	0	0	0	0	0	0	0	0	0	0
	34,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	10,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	12,499	1	8	8	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			27	21	6	0	0	0	0	0	0	1	0	1

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES *
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 3 PART A

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE INDUSTRIES						REPORTING PERIOD: 1989					
Canadian Freightways Limited														
LOCATION : __ National (CANADA)			X Province/Territory : __British Columbia__						Designated CMA: _____					
SALARY RANGES			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER:			NUMBER:			NUMBER:			NUMBER:		
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000			0	0	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999			0	0	0	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499			0	0	0	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999			2	2	0	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 22,499			4	3	1	0	0	0	0	0	0	0	0	0
\$ 22,500 - \$ 24,999			7	3	4	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 27,499			12	7	5	0	0	0	0	0	0	1	0	1
\$ 27,500 - \$ 29,999			32	18	14	2	1	1	1	1	0	1	0	1
\$ 30,000 - \$ 34,999			181	161	20	5	4	1	3	3	0	8	7	1
\$ 35,000 - \$ 39,999			44	43	1	0	0	0	2	2	0	1	1	0
\$ 40,000 - \$ 49,999			51	51	0	0	0	0	0	0	0	0	0	0
\$ 50,000 - \$ 69,999			20	20	0	0	0	0	0	0	0	1	1	0
\$ 70,000 AND OVER			0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			353	308	45	7	5	2	6	6	0	12	9	3

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES *
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 3 PART B

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD: 1989				
Canadian Freightways Limited			INDUSTRIES										
LOCATION : __ National (CANADA)			I_ Province/Territory : __ British Columbia			___ Designated CMA: _____							
			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES	
SALARY RANGES	TOTAL MEN		WOMEN	TOTAL MEN		WOMEN	TOTAL MEN		WOMEN	TOTAL MEN		WOMEN	
	NUMBER			NUMBER			NUMBER			NUMBER			
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	
UNDER \$ 2,500			0	0	0	0	0	0	0	0	0	0	0
\$ 2,500 - \$ 4,999			0	0	0	0	0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499			0	0	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999			0	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 12,499			5	5	0	0	0	0	0	0	0	0	0
\$ 12,500 - \$ 14,999			2	2	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499			1	1	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999			1	1	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 24,999			1	0	1	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999			6	2	4	0	0	0	0	0	1	0	1
\$ 30,000 - \$ 39,999			11	10	1	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999			0	0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER			0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			21	21	6	0	0	0	0	0	1	0	1

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT FULL-TIME EMPLOYEES HIRED *

FORM 4 PART A

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE							REPORTING PERIOD:		1989		
Canadian Freightways Limited		INDUSTRIES											
LOCATION : National (CANADA)		X Province/Territory : British Columbia							Designated CMA: _____				
		ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS		TOTAL MEN WOMEN			TOTAL MEN WOMEN			TOTAL MEN WOMEN			TOTAL MEN WOMEN		
		NUMBER			NUMBER			NUMBER			NUMBER		
		Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS		0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		2	2	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		2	2	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS		6	4	2	0	0	0	0	0	0	0	0	0
SALES WORKERS		10	8	2	0	0	0	0	0	0	1	0	1
SERVICE WORKERS		0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		41	41	0	0	0	0	1	1	0	0	0	0
OTHER MANUAL WORKERS		7	7	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED		68	64	4	0	0	0	1	1	0	1	0	1

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT PART-TIME EMPLOYEES HIRED *

FORM 4 PART B

FIGURES REFLECT STATISTICS FOR COMPANY ONLY !

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE								REPORTING PERIOD:		1989	
Canadian Freightways Limited	INDUSTRIES											
LOCATION : National (CANADA)	Province/Territory : British Columbia		Designated CMA:									
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====	=====											
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	7	2	5	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	38	37	1	0	0	0	0	0	0	0	0	0
=====	=====											
TOTAL NUMBER OF EMPLOYEES HIRED	45	39	6	0	0	0	0	0	0	0	0	0
=====	=====											

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT FULL-TIME EMPLOYEES PROMOTED *

FORM 5 PART A

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :			INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE INDUSTRIES								REPORTING PERIOD: 1989			
Canadian Freightways Limited														
LOCATION : National (CANADA) X Province/Territory : British Columbia			Designated CNA: _____											
OCCUPATIONAL GROUPS			EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====			=====											
UPPER LEVEL MANAGERS			0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS			2	2	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS			0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS			0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS			0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN			3	3	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS			3	1	2	0	0	0	0	0	0	0	0	0
SALES WORKERS			2	2	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS			0	0	0	0	0	0	0	0	0	0	0	0
=====			=====											
TOTAL NUMBER OF EMPLOYEES PROMOTED			10	8	2	0	0	0	0	0	0	0	0	0
=====			=====											
TOTAL NUMBER OF PROMOTIONS			10	8	2	0	0	0	0	0	0	0	0	0
=====			=====											

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT PART-TIME EMPLOYEES PROMOTED *

FORM 5 PART B

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD:			1989					
Canadian Freightways Limited			INDUSTRIES														
LOCATION : National (CANADA)			_X_ Province/Territory : _British Columbia_						___ Designated CMA: _____								
			EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)														
			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES					
OCCUPATIONAL GROUPS			TOTAL		NEW	WOMEN		TOTAL		NEW	WOMEN		TOTAL		NEW	WOMEN	
			NUMBER					NUMBER					NUMBER				
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12			
=====			=====														
UPPER LEVEL MANAGERS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
MIDDLE OR OTHER MANAGERS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
PROFESSIONALS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
SEMI-PROFESSIONALS AND TECHNICIANS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
SUPERVISORS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
FOREMEN/WOMEN			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
CLERICAL WORKERS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
SALES WORKERS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
SERVICE WORKERS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
SKILLED CRAFTS AND TRADES WORKERS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
SEMI-SKILLED MANUAL WORKERS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
OTHER MANUAL WORKERS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
TOTAL NUMBER OF EMPLOYEES PROMOTED			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														
TOTAL NUMBER OF PROMOTIONS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
=====			=====														

* Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 PERMANENT FULL-TIME EMPLOYEES TERMINATED *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 6 PART A

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE							REPORTING PERIOD:		1989		
Canadian Freightways Limited			INDUSTRIES											
LOCATION : National (CANADA)			Province/Territory : British Columbia			Designated CMA:								
			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS			TOTAL MEN WOMEN			TOTAL MEN WOMEN			TOTAL MEN WOMEN			TOTAL MEN WOMEN		
			NUMBER			NUMBER			NUMBER			NUMBER		
			Col.1 Col.2 Col.3			Col.4 Col.5 Col.6			Col.7 Col.8 Col.9			Col.10 Col.11 Col.12		
=====			=====			=====			=====			=====		
UPPER LEVEL MANAGERS			0 0 0			0 0 0			0 0 0			0 0 0		
MIDDLE OR OTHER MANAGERS			5 5 0			1 1 0			0 0 0			0 0 0		
PROFESSIONALS			0 0 0			0 0 0			0 0 0			0 0 0		
SEMI-PROFESSIONALS AND TECHNICIANS			0 0 0			0 0 0			0 0 0			0 0 0		
SUPERVISORS			0 0 0			0 0 0			0 0 0			0 0 0		
FOREMEN/WOMEN			2 2 0			0 0 0			0 0 0			0 0 0		
CLERICAL WORKERS			6 2 4			0 0 0			0 0 0			0 0 0		
SALES WORKERS			10 9 1			0 0 0			0 0 0			0 0 0		
SERVICE WORKERS			0 0 0			0 0 0			0 0 0			0 0 0		
SKILLED CRAFTS AND TRADES WORKERS			0 0 0			0 0 0			0 0 0			0 0 0		
SEMI-SKILLED MANUAL WORKERS			42 42 0			0 0 0			1 1 0			0 0 0		
OTHER MANUAL WORKERS			10 10 0			0 0 0			0 0 0			0 0 0		
=====			=====			=====			=====			=====		
TOTAL NUMBER OF EMPLOYEES TERMINATED			75 70 5			1 1 0			1 1 0			0 0 0		
=====			=====			=====			=====			=====		

* Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT PART-TIME EMPLOYERS TERMINATED *

FORM 6 PART B

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE						REPORTING PERIOD:			1989		
Canadian Freightways Limited			INDUSTRIES											
LOCATION : __ National (CANADA)			_I_ Province/Territory : __British Columbia__			___ Designated CNA: _____								
			ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER:			NUMBER:			NUMBER:			NUMBER:		
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
=====														
UPPER LEVEL MANAGERS			0	0	0	0	0	0	0	0	0	0	0	0

MIDDLE OR OTHER MANAGERS			0	0	0	0	0	0	0	0	0	0	0	0

PROFESSIONALS			0	0	0	0	0	0	0	0	0	0	0	0

SEMI-PROFESSIONALS AND TECHNICIANS			0	0	0	0	0	0	0	0	0	0	0	0

SUPERVISORS			0	0	0	0	0	0	0	0	0	0	0	0

FOREMEN/WOMEN			0	0	0	0	0	0	0	0	0	0	0	0

CLERICAL WORKERS			9	4	5	0	0	0	0	0	0	0	0	0

SALES WORKERS			0	0	0	0	0	0	0	0	0	0	0	0

SERVICE WORKERS			0	0	0	0	0	0	0	0	0	0	0	0

SKILLED CRAFTS AND TRADES WORKERS			0	0	0	0	0	0	0	0	0	0	0	0

SEMI-SKILLED MANUAL WORKERS			2	2	0	0	0	0	0	0	0	0	0	0

OTHER MANUAL WORKERS			23	22	1	0	0	0	0	0	0	0	0	0
=====														
TOTAL NUMBER OF EMPLOYEES TERMINATED			34	28	6	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE							REPORTING PERIOD: 1989					
Canadian Freightways Limited		INDUSTRIES												
LOCATION : National (CANADA)		Province/Territory :							X Designated CMA: Edmonton					
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	**	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	50,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	54,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	35,000 -	2	3	3	0	0	0	0	0	0	0	0	0	0
	39,999	1	2	1	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	27,500 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	29,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	29,999	1	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	40,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	44,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	40,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	44,999	1	2	2	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
part-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
=====														
CLERICAL WORKERS	30,000 -	4	4	4	0	0	0	0	0	0	0	0	0	0
	34,999	3	6	2	4	0	0	0	0	0	0	0	0	0
	25,000 -	2	4	2	2	0	0	0	0	0	0	0	0	0
	27,499	1	3	1	2	0	0	0	0	0	0	0	0	0
=====														
SALES WORKERS	35,000 -	4	5	5	0	0	0	0	0	0	0	0	0	0
	39,999	3	4	3	1	0	0	0	0	0	0	0	0	0
	22,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	24,999	1	3	2	1	0	0	0	0	0	0	1	0	1
=====														
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
=====														
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
=====														
SEMI-SKILLED	55,000 -	4	22	22	0	2	2	0	0	0	0	0	0	0
MANUAL WORKERS	59,999	3	14	13	1	0	0	0	0	0	0	0	0	0
	12,500 -	2	44	43	1	3	3	0	2	2	0	0	0	0
	14,999	1	3	3	0	0	0	0	0	0	0	0	0	0
=====														
OTHER MANUAL WORKERS	35,000 -	4	25	25	0	0	0	0	1	1	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	1	1	1	0	0	0	0	0	0	0	0	0	0
=====														
TOTAL NUMBER OF EMPLOYEES			153	140	13	5	5	0	3	3	0	1	0	1
=====														

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES :
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 2 PART B PAGE 1

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE								REPORTING PERIOD:		1989		
Canadian Freightways Limited		INDUSTRIES												
LOCATION : National (CANADA)		Province/Territory : _____								X Designated CHA: Edmonton				
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE:	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN	TOTAL NUMBER	NEW	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
 full-time and temporary employees

** 1 refers to the lowest salary quarter;
 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL		WOMEN	TOTAL		WOMEN	TOTAL		WOMEN	TOTAL		WOMEN
			NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	27,500 -	4	4	0	4	0	0	0	0	0	0	0	0	0
	29,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	12,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	14,999	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	3	10	10	0	0	0	0	0	0	0	0	0	0
	10,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	12,499	1	3	2	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYERS			19	13	6	0	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 2 PART A PAGE 1

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE							REPORTING PERIOD:			1989	
Canadian Freightways Limited			INDUSTRIES											
LOCATION : <input type="checkbox"/> National (CANADA)			<input type="checkbox"/> Province/Territory : _____							<input checked="" type="checkbox"/> Designated CMA: <input type="checkbox"/> Calgary				
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	1	1	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	4	4	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	7	6	1	0	0	0	0	0	0	1	0	1
	30,000 -	2	8	8	0	0	0	0	1	1	0	0	0	0
	34,999	1	11	9	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS	55,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	59,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	1	7	6	1	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	45,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	49,999	3	1	0	1	0	0	0	0	0	0	0	0	0
	25,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	27,999	1	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	40,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	44,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
 part-time and temporary employees

** 1 refers to the lowest salary quarter;
 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
CLERICAL WORKERS	35,000 -	4	24	12	12	0	0	0	1	0	1	1	1	0
	39,999	3	29	6	23	1	0	1	1	0	1	1	1	0
	12,500 -	2	11	2	9	0	0	0	0	0	0	1	1	0
	14,999	1	7	1	6	0	0	0	0	0	0	2	0	2
SALES WORKERS	40,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	44,999	3	3	3	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	5	2	3	0	0	0	0	0	0	0	0	0
	22,499	1	3	1	2	0	0	0	1	0	1	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	60,000 -	4	7	7	0	0	0	0	0	0	0	0	0	0
	64,999	3	11	11	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	43	43	0	0	0	0	0	0	0	0	0	0
	22,499	1	7	7	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	30,000 -	4	8	8	0	0	0	0	0	0	0	0	0	0
	34,999	3	7	7	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	1	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			224	164	60	1	0	1	4	1	3	8	5	3

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 2 PART B PAGE 1

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE								REPORTING PERIOD: 1989				
Canadian Freightways Limited		INDUSTRIES												
LOCATION : National (CANADA)		Province/Territory : _____								X Designated CMA: Calgary				
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE:	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
		**	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
 full-time and temporary employees

** 1 refers to the lowest salary quarter;
 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
			Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
CLERICAL WORKERS	25,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	27,499	3	1	0	1	0	0	0	0	0	0	0	0	0
	10,000 -	2	1	0	1	0	0	0	0	0	0	0	0	0
	12,499	1	7	0	7	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	27,500 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	29,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	10,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	12,499	1	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			15	6	9	0	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES *
 FIGURES REFLECT STATISTICS FOR COMPANY ONLY !

FORM 2 PART A PAGE 1

NAME OF BUSINESS :		INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE								REPORTING PERIOD: 1989				
Canadian Freightways Limited		INDUSTRIES												
LOCATION : National (CANADA)		Province/Territory : _____								X Designated CMA: Vancouver				
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	45,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	49,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	55,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	59,999	1	2	2	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	25,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	40,000 -	4	4	4	0	0	0	0	0	0	0	0	0	0
	44,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	50,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	54,999	1	3	3	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter;
 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	**	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	30,000 -	4	13	6	7	1	0	1	0	0	0	1	0	1
	34,999	3	12	4	8	0	0	0	0	0	0	0	0	0
	20,000 -	2	5	0	5	1	0	1	0	0	0	0	0	0
	22,499	1	3	1	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	50,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	54,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	2	1	2	0	0	0	0	0	0	0	0	0
	22,499	1	3	2	1	0	0	0	0	0	0	1	0	1
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	60,000 -	4	10	10	0	0	0	0	0	0	0	1	1	0
	64,999	3	20	20	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	67	65	2	0	0	0	3	3	0	5	5	0
	19,999	1	5	5	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	35,000 -	4	19	19	0	2	2	0	2	2	0	1	1	0
	39,999	3	10	10	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	5	4	1	0	0	0	0	0	0	0	0	0
	29,999	1	4	4	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			202	174	28	4	2	2	5	5	0	9	7	2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY
 OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES *
 FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 2 PART B PAGE 1

NAME OF BUSINESS :			INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE INDUSTRIES							REPORTING PERIOD: 1989				
Canadian Freightways Limited														
LOCATION : National (CANADA)			Province/Territory : _____							X Designated CMA: Vancouver				
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
		**	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
 full-time and temporary employees

** 1 refers to the lowest salary quarter;
 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

FORM 2 PART B PAGE 2

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
		**	TOTAL			TOTAL			TOTAL			TOTAL		
			NUMBER	MEN	WOMEN	NUMBER	MEN	WOMEN	NUMBER	MEN	WOMEN	NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	30,000 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	2	0	2	0	0	0	0	0	0	1	0	1
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	30,000 -	4	11	11	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	10,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	12,499	1	8	8	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			23	20	3	0	0	0	0	0	0	1	0	1

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

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EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**GREYHOUND LINES
OF CANADA LTD.**

8103

Canada

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FULL LEGAL NAME - NOM LÉGALE AU COMPLET 1 Greyhound Lines of Canada Ltd.		ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'ATAIRES NATIONALE PRINCIPALE 2 877 Greyhound Way SW Calgary, Alberta		MAILING ADDRESS - ADRESSE POSTALE 3 877 Greyhound Way SW		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI 4 Dick Huisman		POSITION TITLE - TITRE DU FONCTIONNAIRE 5 President & CEO		AREA CODE - CODE DE LA RÉGION 6 416		TELEPHONE NUMBER - NUMÉRO DE TÉLÉPHONE 7 309	
NAME OF EMPLOYER NOM DE L'EMPLOYEUR 8 Greyhound Lines of Canada		ADDRESS ADRESSE 9 877 Greyhound Way SW Calgary, Alberta		OFFICERS AGENTS 10 Dick Huisman		POSITION FONCTION 11 President & CEO		AREA CODE CODE DE LA RÉGION 12 416		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE 13 309			
NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'EMPLOIEUR 14 Dick Huisman		POSITION TITLE - TITRE DU FONCTIONNAIRE 15 President & CEO		AREA CODE - CODE DE LA RÉGION 16 416		TELEPHONE NUMBER - NUMÉRO DE TÉLÉPHONE 17 309		AREA CODE - CODE DE LA RÉGION 18 416		TELEPHONE NUMBER - NUMÉRO DE TÉLÉPHONE 19 309			
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 20 Transportation & Storage Industry		INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 21		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 22		INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 23		AREA CODE - CODE DE LA RÉGION 24 416		TELEPHONE NUMBER - NUMÉRO DE TÉLÉPHONE 25 309			
NUMBER OF PERMANENT EMPLOYEES - NO. D'EMPLOYES PERMANENTS 26 1543		NUMBER OF TEMPORARY EMPLOYEES - NO. D'EMPLOYES TEMPORAIRES 27 244		NUMBER OF PERMANENT EMPLOYEES - NO. D'EMPLOYES PERMANENTS 28 70		NUMBER OF TEMPORARY EMPLOYEES - NO. D'EMPLOYES TEMPORAIRES 29		AREA CODE - CODE DE LA RÉGION 30 416		TELEPHONE NUMBER - NUMÉRO DE TÉLÉPHONE 31 309			
CERTIFICATION OF ACCURACY 32 Dick Huisman		ATTESTATION D'EXACTITUDE 33		AREA CODE - CODE DE LA RÉGION 34 416		TELEPHONE NUMBER - NUMÉRO DE TÉLÉPHONE 35 309		AREA CODE - CODE DE LA RÉGION 36 416		TELEPHONE NUMBER - NUMÉRO DE TÉLÉPHONE 37 309			

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT :REPORTING PERIOD: 1989 :
 :SYSTEMS :
 LOCATION : X National (CANADA) Province/Territory : Designated CMA:

OCCUPATIONAL GROUPS	TOP AND	QUARTER: ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH			MEMBERS OF			
	BOTTOM OF	TER							DISABILITIES			VISIBLE MINORITIES		
	SALARY RANGE: **	**	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS			4	1	1	0	0	0	0	0	0	0	0	0
			3	0	0	0	0	0	0	0	0	0	0	0
	70,000 -		2	0	0	0	0	0	0	0	0	0	0	0
	AND OVER		1	1	1	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -		4	7	7	0	0	0	0	0	0	0	0	0
	AND OVER		3	4	3	1	0	0	0	0	0	0	0	0
	20,000 -		2	26	24	2	0	0	0	0	0	0	0	0
	22,499		1	37	28	9	0	0	0	0	0	1	1	0
PROFESSIONALS	45,000 -		4	2	2	0	0	0	0	0	0	0	0	0
	49,999		3	11	11	0	0	0	0	0	0	2	2	0
	20,000 -		2	9	6	3	0	0	0	0	0	0	0	0
	22,499		1	6	4	2	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS			4	0	0	0	0	0	0	0	0	0	0	0
			3	0	0	0	0	0	0	0	0	0	0	0
			2	0	0	0	0	0	0	0	0	0	0	0
			1	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	40,000 -		4	15	13	2	0	0	0	1	1	0	0	0
	44,999		3	38	30	8	0	0	0	3	2	1	0	0
	12,500 -		2	10	5	5	0	0	0	0	0	0	0	0
	14,999		1	2	1	1	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	50,000 -		4	4	4	0	0	0	0	1	1	0	1	0
	54,999		3	0	0	0	0	0	0	0	0	0	0	0
	35,000 -		2	4	4	0	0	0	0	0	0	0	0	0
	39,999		1	3	3	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
part-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	**		TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			(NUMBER)			(NUMBER)			(NUMBER)			(NUMBER)		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	35,000 -	4	31	21	11	01	01	01	01	01	01	01	01	01
	39,999	3	631	241	391	01	01	01	11	11	01	31	01	31
	10,000 -	2	1521	331	1191	01	01	01	31	21	11	141	11	131
	12,499	1	691	71	621	01	01	01	51	11	41	41	01	41
SALES WORKERS	27,500 -	4	61	21	41	11	11	01	01	01	01	01	01	01
	29,999	3	41	21	21	01	01	01	01	01	01	01	01	01
	17,500 -	2	11	01	11	01	01	01	01	01	01	01	01	01
	19,999	1	11	01	11	01	01	01	01	01	01	01	01	01
SERVICE WORKERS	27,500 -	4	01	01	01	01	01	01	01	01	01	01	01	01
	29,999	3	01	01	01	01	01	01	01	01	01	01	01	01
	27,500 -	2	01	01	01	01	01	01	01	01	01	01	01	01
	29,999	1	11	01	11	01	01	01	01	01	01	01	01	01
SKILLED CRAFTS AND TRADES WORKERS		4	01	01	01	01	01	01	01	01	01	01	01	01
		3	01	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01	01
SEMI-SKILLED MANUAL WORKERS	60,000 -	4	201	201	01	01	01	01	01	01	01	01	01	01
	64,999	3	3681	3671	11	11	11	01	11	11	01	21	21	01
	12,500 -	2	3871	3761	111	01	01	01	11	11	01	81	71	11
	14,999	1	941	721	221	01	01	01	11	11	01	21	11	11
OTHER MANUAL WORKERS	35,000 -	4	51	51	01	01	01	01	01	01	01	01	01	01
	39,999	3	651	621	31	01	01	01	01	01	01	31	21	11
	10,000 -	2	1081	1061	21	01	01	01	21	21	01	11	11	01
	12,499	1	161	161	01	01	01	01	01	01	01	11	11	01
TOTAL NUMBER OF EMPLOYEES			1,5431	1,2411	3021	21	21	01	191	131	61	421	191	231

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : INDUSTRIAL SECTOR:PUBLIC PASSENGER TRANSIT :REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. :SYSTEMS
 LOCATION : ☒ National (CANADA) _____ Province/Territory : _____ Designated CNA: _____

OCCUPATIONAL GROUPS	TOP AND	QUAR-	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH			MEMBERS OF		
	BOTTOM OF	TER							DISABILITIES			VISIBLE MINORITIES		
	SALARY RANGE	**												
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
		NUMBER			NUMBER			NUMBER			NUMBER			
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13	
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	
		3	0	0	0	0	0	0	0	0	0	0	0	
		2	0	0	0	0	0	0	0	0	0	0	0	
		1	0	0	0	0	0	0	0	0	0	0	0	
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	
		3	0	0	0	0	0	0	0	0	0	0	0	
		2	0	0	0	0	0	0	0	0	0	0	0	
		1	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONALS	27,500 -	4	0	0	0	0	0	0	0	0	0	0	0	
	29,999	3	0	0	0	0	0	0	0	0	0	0	0	
	27,500 -	2	0	0	0	0	0	0	0	0	0	0	0	
	29,999	1	1	0	1	0	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	
		3	0	0	0	0	0	0	0	0	0	0	0	
		2	0	0	0	0	0	0	0	0	0	0	0	
		1	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	30,000 -	4	1	1	0	0	0	0	0	0	0	0	0	
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	
	5,000 -	2	0	0	0	0	0	0	0	0	0	0	0	
	7,499	1	2	2	0	0	0	0	0	0	0	0	0	
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	
		3	0	0	0	0	0	0	0	0	0	0	0	
		2	0	0	0	0	0	0	0	0	0	0	0	
		1	0	0	0	0	0	0	0	0	0	0	0	

* Use separate Parts for permanent
full-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
			TOTAL NUMBER	MEN WOMEN	TOTAL NUMBER	MEN WOMEN	TOTAL NUMBER	MEN WOMEN	TOTAL NUMBER	MEN WOMEN				
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	22,500 -	4	4	2	2	0	0	0	0	0	0	0	0	0
	24,999	3	16	9	7	0	0	0	0	0	0	0	0	0
	0 -	2	35	24	11	0	0	0	0	0	0	2	1	1
	2,499	1	45	28	17	0	0	0	0	0	0	0	0	0
SALES WORKERS	17,500 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	20,000 -	4	20	20	0	0	0	0	0	0	0	0	0	0
	22,499	3	27	24	3	0	0	0	0	0	0	1	1	0
	0 -	2	25	24	1	0	0	0	0	0	0	1	1	0
	2,499	1	16	15	1	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	17,500 -	4	7	7	0	0	0	0	0	0	0	0	0	0
	19,999	3	11	9	2	0	0	0	0	0	0	0	0	0
	0 -	2	15	13	2	0	0	0	0	0	0	0	0	0
	2,499	1	18	15	3	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			244	194	50	0	0	0	0	0	0	4	3	1

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES *

FORM 3 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1999
SYSTEMS

LOCATION : ☒ National (CANADA) ☐ Province/Territory : Designated CMA:

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999	35	6	29	0	0	0	0	0	0	1	0	1
\$ 15,000 - \$ 17,499	34	13	21	0	0	0	4	1	3	1	0	1
\$ 17,500 - \$ 19,999	59	20	39	0	0	0	3	2	1	9	1	8
\$ 20,000 - \$ 22,499	195	127	68	0	0	0	4	3	1	6	2	4
\$ 22,500 - \$ 24,999	116	61	55	0	0	0	0	0	0	6	1	5
\$ 25,000 - \$ 27,499	152	107	45	1	1	0	0	0	0	4	1	3
\$ 27,500 - \$ 29,999	110	94	16	0	0	0	0	0	0	2	1	1
\$ 30,000 - \$ 34,999	223	211	12	0	0	0	4	3	1	5	5	0
\$ 35,000 - \$ 39,999	313	303	10	0	0	0	2	2	0	4	4	0
\$ 40,000 - \$ 49,999	259	254	5	1	1	0	2	2	0	4	4	0
\$ 50,000 - \$ 69,999	34	33	1	0	0	0	0	0	0	0	0	0
\$ 70,000 AND OVER	13	12	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	1,543	1,241	302	2	2	0	19	13	6	42	19	23

* Use separate Parts for permanent part-time and temporary employees

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES *

FORM 3 PART B

NAME OF BUSINESS : INDUSTRIAL SECTOR:PUBLIC PASSENGER TRANSIT :REPORTING PERIOD: 1989 :
 GREYHOUND LINES OF CANADA LTD. :SYSTEMS :

LOCATION : X_National (CANADA) Province/Territory : Designated CMA:

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 2,500	37	30	7	0	0	0	0	0	0	0	0	0
\$ 2,500 - \$ 4,999	34	24	10	0	0	0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499	36	29	7	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	41	32	9	0	0	0	0	0	0	2	1	1
\$ 10,000 - \$ 12,499	25	19	6	0	0	0	0	0	0	1	1	0
\$ 12,500 - \$ 14,999	32	25	7	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	17	16	1	0	0	0	0	0	0	1	1	0
\$ 17,500 - \$ 19,999	15	14	1	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 24,999	5	4	1	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999	1	0	1	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 39,999	1	1	0	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	244	194	50	0	0	0	0	0	0	4	3	1

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED *

FORM 4 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD.
 INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS
 REPORTING PERIOD: 1989

LOCATION : X National (CANADA) Province/Territory : Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL		NUMBER	TOTAL		NUMBER	TOTAL		NUMBER	TOTAL		NUMBER
	MEN	WOMEN		MEN	WOMEN		MEN	WOMEN		MEN	WOMEN	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	26	18	8	0	0	0	0	0	0	0	0	0
PROFESSIONALS	23	18	5	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	6	4	2	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	77	19	58	0	0	0	7	2	5	13	1	12
SALES WORKERS	8	3	5	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	14	11	3	0	0	0	0	0	0	1	0	1
OTHER MANUAL WORKERS	22	20	2	0	0	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES HIRED	176	93	83	0	0	0	8	3	5	16	3	13

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES HIRED *

FORM 4 PART B

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : X National (CANADA) Province/Territory : Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL			TOTAL			TOTAL			TOTAL		
	MEN			MEN			MEN			MEN		
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	114	69	45	0	0	0	0	0	0	3	3	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	14	14	0	0	0	0	0	0	0	1	1	0
OTHER MANUAL WORKERS	52	43	9	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES HIRED	181	127	54	0	0	0	0	0	0	5	5	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED *

FORM 5 PART A

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT : REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. : SYSTEMS
 LOCATION : ☒ National (CANADA) ___ Province/Territory : ___ Designated CMA: ___

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY
 IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL NUMBER	10 MEN	10 WOMEN	TOTAL NUMBER	10 MEN	10 WOMEN	TOTAL NUMBER	10 MEN	10 WOMEN	TOTAL NUMBER	10 MEN	10 WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	3	3	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES PROMOTED *

FORM 5 PART B

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : X National (CANADA) Province/Territory : Designated CMA:

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES	
	TOTAL NUMBER	MEN	TOTAL NUMBER	MEN	TOTAL NUMBER	MEN	TOTAL NUMBER	MEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	1	1	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	1	1	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED *

FORM 6 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : X National (CANADA) Province/Territory : Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	13	12	1	0	0	0	2	2	0	0	0	0
PROFESSIONALS	7	6	1	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	10	5	5	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	1	1	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	56	9	47	0	0	0	1	0	1	2	0	2
SALES WORKERS	4	2	2	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	26	24	2	1	1	0	0	0	0	1	1	0
OTHER MANUAL WORKERS	34	33	1	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	152	92	60	1	1	0	3	2	1	5	3	2

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES TERMINATED *

FORM 6 PART B

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : X National (CANADA) Province/Territory : Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES	
	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8
	Col.9	Col.10	Col.11	Col.12	Col.13	Col.14	Col.15	Col.16
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0
CLERICAL WORKERS	39	17	22	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0
SERVICE WORKERS	1	1	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	62	60	2	0	0	0	2	2
OTHER MANUAL WORKERS	22	19	3	0	0	0	0	1
TOTAL NUMBER OF EMPLOYEES TERMINATED	124	97	27	0	0	0	2	3

* Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Ontario Designated CMA:

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE **	TOTAL ALL EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
		QUARTER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER	
		Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13	Col.14	Col.15	Col.16
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	45,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	49,999	3	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	4	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	40,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	44,999	3	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	50,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54,999	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
part-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE **	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	27,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	29,999	3	8	8	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	12	8	4	0	0	0	0	0	0	1	1	0
	19,999	1	6	5	1	0	0	0	0	0	0	0	0	0
SALES WORKERS	22,500 -	4	2	1	1	0	0	0	0	0	0	0	0	0
	24,999	3	1	0	1	0	0	0	0	0	0	0	0	0
	17,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	1	1	0	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	55,000 -	4	10	10	0	0	0	0	0	0	0	0	0	0
	59,999	3	69	68	1	1	1	0	0	0	0	1	1	0
	20,000 -	2	72	72	0	0	0	0	0	0	0	1	1	0
	22,499	1	45	40	5	0	0	0	1	1	0	1	1	0
OTHER MANUAL WORKERS	22,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	24,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	12,500 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	14,999	1	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			252	235	17	1	1	0	1	1	0	4	4	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS :		INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT								REPORTING PERIOD: 1989							
GREYHOUND LINES OF CANADA LTD.		SYSTEMS															
LOCATION : National (CANADA)		X Province/Territory : Ontario								Designated CMA:							
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTER - ALL EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
		TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN				
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13				
UPPER LEVEL MANAGERS	4	0	0	0	0	0	0	0	0	0	0	0	0				
	3	0	0	0	0	0	0	0	0	0	0	0	0				
	2	0	0	0	0	0	0	0	0	0	0	0	0				
	1	0	0	0	0	0	0	0	0	0	0	0	0				
MIDDLE OR OTHER MANAGERS	4	0	0	0	0	0	0	0	0	0	0	0	0				
	3	0	0	0	0	0	0	0	0	0	0	0	0				
	2	0	0	0	0	0	0	0	0	0	0	0	0				
	1	0	0	0	0	0	0	0	0	0	0	0	0				
PROFESSIONALS	4	0	0	0	0	0	0	0	0	0	0	0	0				
	3	0	0	0	0	0	0	0	0	0	0	0	0				
	2	0	0	0	0	0	0	0	0	0	0	0	0				
	1	0	0	0	0	0	0	0	0	0	0	0	0				
SEMI-PROFESSIONALS	4	0	0	0	0	0	0	0	0	0	0	0	0				
	3	0	0	0	0	0	0	0	0	0	0	0	0				
	2	0	0	0	0	0	0	0	0	0	0	0	0				
	1	0	0	0	0	0	0	0	0	0	0	0	0				
AND TECHNICIANS	4	0	0	0	0	0	0	0	0	0	0	0	0				
	3	0	0	0	0	0	0	0	0	0	0	0	0				
	2	0	0	0	0	0	0	0	0	0	0	0	0				
	1	0	0	0	0	0	0	0	0	0	0	0	0				
SUPERVISORS	4	0	0	0	0	0	0	0	0	0	0	0	0				
	3	0	0	0	0	0	0	0	0	0	0	0	0				
	2	0	0	0	0	0	0	0	0	0	0	0	0				
	1	0	0	0	0	0	0	0	0	0	0	0	0				
FOREMEN/WOMEN	4	0	0	0	0	0	0	0	0	0	0	0	0				
	3	0	0	0	0	0	0	0	0	0	0	0	0				
	2	0	0	0	0	0	0	0	0	0	0	0	0				
	1	0	0	0	0	0	0	0	0	0	0	0	0				

* Use separate Parts for permanent full-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTER: ALL EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
		TOTAL		MEN		WOMEN		TOTAL		MEN		WOMEN		TOTAL		MEN	
		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13				
CLERICAL WORKERS	7,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	9,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED	17,500 -	4	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0
MANUAL WORKERS	19,999	3	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	5	5	0	0	0	0	0	0	0	0	1	1	1	0	0
	2,499	1	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	12,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	14,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	12,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	14,999	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			34	32	2	0	0	0	0	0	0	0	1	1	0		

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES *

FORM 3 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Ontario Designated CMA:

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999	1	1	0	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	1	1	0	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	4	2	2	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 22,499	28	22	6	0	0	0	1	1	0	2	2	0
\$ 22,500 - \$ 24,999	22	17	5	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 27,499	19	19	0	0	0	0	0	0	0	0	0	0
\$ 27,500 - \$ 29,999	9	9	0	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 34,999	46	44	2	0	0	0	0	0	0	0	0	0
\$ 35,000 - \$ 39,999	53	52	1	0	0	0	0	0	0	1	1	0
\$ 40,000 - \$ 49,999	66	65	1	1	1	0	0	0	0	1	1	0
\$ 50,000 - \$ 69,999	3	3	0	0	0	0	0	0	0	0	0	0
\$ 70,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	252	235	17	1	1	0	1	1	0	4	4	0

* Use separate Parts for permanent part-time and temporary employees

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES *

FORM 3 PART B

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. SYSTEMS

LOCATION : National (CANADA) ☒ Province/Territory : Ontario Designated CMA:

SALARY RANGES	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES	
	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER
	NUMBER		NUMBER		NUMBER		NUMBER	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8
	Col.9	Col.10	Col.11	Col.12				
UNDER \$ 2,500	10	10	0	0	0	0	0	0
\$ 2,500 - \$ 4,999	4	3	1	0	0	0	0	0
\$ 5,000 - \$ 7,499	2	2	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	4	4	0	0	0	0	0	1
\$ 10,000 - \$ 12,499	4	3	1	0	0	0	0	0
\$ 12,500 - \$ 14,999	3	3	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	4	4	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	3	3	0	0	0	0	0	0
\$ 20,000 - \$ 24,999	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 39,999	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	34	32	2	0	0	0	0	1

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED *

FORM 4 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Ontario Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN
	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	4	2	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	2	1	1	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	5	4	1	0	0	0	0	0	0	1	1	0
SALES WORKERS	4	1	3	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	4	4	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	22	15	7	0	0	0	0	0	0	1	1	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES HIRED *

FORM 4 PART B

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD.
 INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS
 REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Ontario Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	2	1	1	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	5	4	1	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED *

FORM 3 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
SYSTEMS
LOCATION : National (CANADA) X Province/Territory : Ontario Designated CMA:

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL	MEN	TOTAL	MEN	TOTAL	MEN	TOTAL	MEN	TOTAL	MEN	TOTAL	MEN
	NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES PROMOTED *

FORM 5 PART B

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. SYSTEMS

LOCATION : National (CANADA) ☒ Province/Territory : Ontario Designated CMA:

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY
 IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED *

FORM 6 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) ☒ Province/Territory : Ontario Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	2	2	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	3	2	1	0	0	0	0	0	0	0	0	0
SALES WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	4	4	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	11	9	2	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES TERMINATED *

FORM 6 PART B

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989
GREYHOUND LINES OF CANADA LTD.

LOCATION : National (CANADA) Province/Territory : Ontario Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL (MEN + WOMEN)			TOTAL (MEN + WOMEN)			TOTAL (MEN + WOMEN)			TOTAL (MEN + WOMEN)		
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	12	11	1	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	12	11	1	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. SYSTEMS
 LOCATION : National (CANADA) ☒ Province/Territory : Manitoba Designated CMA:

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTERLY EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
		TOTAL MEN		WOMEN		TOTAL MEN		WOMEN		TOTAL MEN		WOMEN		TOTAL MEN		WOMEN	
		(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13	Col.14	Col.15	Col.16	Col.17
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	50,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	54,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	40,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	44,999	1	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	35,000 -	4	2	2	0	0	0	0	1	1	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	45,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	49,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	45,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	49,999	1	1	1	0	0	0	0	1	1	0	1	1	0	1	1	0

* Use separate Parts for permanent
part-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE **	QUAR- TER	ALL EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
			TOTAL		MEN		TOTAL		MEN		TOTAL		MEN		TOTAL		MEN	
			NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER	
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13				
CLERICAL WORKERS	30,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	7	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	12,500 -	2	11	1	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	14,999	1	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED -MANUAL WORKERS	45,000 -	4	8	8	0	0	0	0	0	0	0	0	0	1	1	0	0	0
	49,999	3	42	42	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	15	10	5	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	1	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			141	117	24	0	0	0	2	2	0	3	3	0				

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES *

FORM 2 PART B PAGE 1

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD.
 INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS
 REPORTING PERIOD: 1989
 LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTER: ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
		NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS	4	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	0	0	0	0	0	0	0	0	0	0	0
	1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	4	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	0	0	0	0	0	0	0	0	0	0	0
	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	4	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	0	0	0	0	0	0	0	0	0	0	0
	1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	4	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	0	0	0	0	0	0	0	0	0	0	0
	1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	4	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	0	0	0	0	0	0	0	0	0	0	0
	1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	4	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	0	0	0	0	0	0
	2	0	0	0	0	0	0	0	0	0	0	0	0
	1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
 full-time and temporary employees

** 1 refers to the lowest salary quarter;
 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE **	QUARTER - ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
		TOTAL MEN NUMBER		WOMEN	TOTAL MEN NUMBER		WOMEN	TOTAL MEN NUMBER		WOMEN	TOTAL MEN NUMBER		WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	22,500 -	4	2	1	1	0	0	0	0	0	0	0	0
	24,999	3	1	1	0	0	0	0	0	0	0	0	0
	0 -	2	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	3	1	2	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	20,000 -	4	4	4	0	0	0	0	0	0	0	0	0
	22,499	3	3	3	0	0	0	0	0	0	0	0	0
	5,000 -	2	1	0	1	0	0	0	0	0	0	0	0
	7,499	1	1	1	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	17,500 -	4	4	4	0	0	0	0	0	0	0	0	0
	19,999	3	1	1	0	0	0	0	0	0	0	0	0
	0 -	2	2	1	1	0	0	0	0	0	0	0	0
	2,499	1	6	6	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			28	23	5	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES *

FORM 3 PART A

NAME OF BUSINESS : INDUSTRIAL SECTOR:PUBLIC PASSENGER TRANSIT
GREYHOUND LINES OF CANADA LTD. SYSTEMS
REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

SALARY RANGES	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999	4	0	4	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	3	1	2	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 22,499	22	13	9	0	0	0	0	0	0	0	0	0
\$ 22,500 - \$ 24,999	10	6	4	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 27,499	20	15	5	0	0	0	0	0	0	0	0	0
\$ 27,500 - \$ 29,999	11	11	0	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 34,999	16	16	0	0	0	0	0	0	0	0	0	0
\$ 35,000 - \$ 39,999	40	40	0	0	0	0	1	1	0	0	0	0
\$ 40,000 - \$ 49,999	14	14	0	0	0	0	1	1	0	3	3	0
\$ 50,000 - \$ 69,999	1	1	0	0	0	0	0	0	0	0	0	0
\$ 70,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	141	117	24	0	0	0	2	2	0	3	3	0

* Use separate Parts for permanent part-time and temporary employees

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES *

FORM 3 PART B

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. SYSTEMS

LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL		WOMEN	TOTAL		WOMEN	TOTAL		WOMEN	TOTAL		WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 2,500	4	3	1	0	0	0	0	0	0	0	0	0
\$ 2,500 - \$ 4,999	5	4	1	0	0	0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499	2	2	0	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	1	0	1	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 12,499	3	2	1	0	0	0	0	0	0	0	0	0
\$ 12,500 - \$ 14,999	3	3	0	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	3	3	0	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	4	4	0	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 24,999	3	2	1	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	28	23	5	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED *

FORM 4 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD.
 INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS
 REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS	TOTAL (MEN + WOMEN)			TOTAL (MEN + WOMEN)			TOTAL (MEN + WOMEN)			TOTAL (MEN + WOMEN)		
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	1	1	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES HIRED *

FORM 4 PART B

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES	
	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN
	(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0
CLERICAL WORKERS	3	1	2	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	1	1	0	0	0	0	0	0
OTHER MANUAL WORKERS	10	9	1	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	14	11	3	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED *

FORM 5 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

OCCUPATIONAL GROUPS	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES PROMOTED *

FORM 5 PART B

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT (REPORTING PERIOD: 1989)
 GREYHOUND LINES OF CANADA LTD. SYSTEMS

LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY
 IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED *

FORM 6 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) ☒ Province/Territory : Manitoba Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL		WOMEN	TOTAL		WOMEN	TOTAL		WOMEN	TOTAL		WOMEN
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	2	0	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	2	1	1	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	6	3	3	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES TERMINATED *

FORM 6 PART B

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 SYSTEMS
 LOCATION : National (CANADA) X Province/Territory : Manitoba Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	7	7	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	10	10	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

OCCUPATIONAL GROUPS - PERMANENT FULL-TIME EMPLOYEES *

FORM 2 PART A PAGE 1

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. SYSTEMS
 LOCATION : National (CANADA) X Province/Territory : Alberta Designated CMA:

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTERLY EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
		TOTAL (MEN NUMBER)	(WOMEN	TOTAL (MEN NUMBER)	(WOMEN	TOTAL (MEN NUMBER)	(WOMEN	TOTAL (MEN NUMBER)	(WOMEN	TOTAL (MEN NUMBER)	(WOMEN	TOTAL (MEN NUMBER)	(WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	0	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	1	1	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	7	7	0	0	0	0	0	0	0	0	0
	AND OVER	3	4	3	1	0	0	0	0	0	0	0	0
	20,000 -	2	22	20	2	0	0	0	0	0	0	0	0
PROFESSIONALS													
	45,000 -	4	2	2	0	0	0	0	0	0	0	0	0
	49,999	3	7	7	0	0	0	0	0	0	0	1	1
SEMI-PROFESSIONALS AND TECHNICIANS													
	22,500 -	2	12	9	3	0	0	0	0	0	0	1	1
	24,999	1	5	3	2	0	0	0	0	0	0	0	0
SUPERVISORS													
	40,000 -	4	14	10	4	0	0	0	1	1	0	0	0
	44,999	3	8	5	3	0	0	0	1	0	1	0	0
FOREMEN/WOMEN													
	12,500 -	2	4	0	4	0	0	0	0	0	0	0	0
	14,999	1	2	1	1	0	0	0	0	0	0	0	0
FOREMEN/WOMEN													
	45,000 -	4	1	1	0	0	0	0	0	0	0	0	0
	49,999	3	1	1	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN													
	35,000 -	2	3	3	0	0	0	0	0	0	0	0	0
	39,999	1	2	2	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent ** 1 refers to the lowest salary quarter;

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE **	QUAR- TER **	ALL EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
			TOTAL		MEN		TOTAL		MEN		TOTAL		MEN		TOTAL		MEN	
			(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)	
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13	Col.14	Col.15	Col.16	Col.17
=====																		
CLERICAL WORKERS	35,000 -	4	21	11	11	01	01	01	01	01	01	01	01	01	01	01	01	01
	39,999	3	421	121	301	01	01	01	11	11	01	31	01	31				
	10,000 -	2	931	101	831	01	01	01	21	11	11	131	01	131				
	12,499	1	521	41	481	01	01	01	51	11	41	41	01	41				
=====																		
SALES WORKERS	27,500 -	4	31	11	21	01	01	01	01	01	01	01	01	01	01	01	01	01
	29,999	3	11	11	01	11	11	01	01	01	01	01	01	01	01	01	01	01
	22,500 -	2	21	11	11	01	01	01	01	01	01	01	01	01	01	01	01	01
	24,999	1	11	01	11	01	01	01	01	01	01	01	01	01	01	01	01	01
=====																		
SERVICE WORKERS	27,500 -	4	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	29,999	3	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	27,500 -	2	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	29,999	1	11	01	11	01	01	01	01	01	01	01	01	01	01	01	01	01
=====																		
SKILLED CRAFTS AND		4	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
=====																		
TRADES WORKERS		3	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
=====																		
SEMI-SKILLED	60,000 -	4	41	41	01	01	01	01	01	01	01	01	01	01	01	01	01	01
=====																		
MANUAL WORKERS	64,999	3	1541	1541	01	01	01	01	11	11	01	01	01	01	01	01	01	01
	12,500 -	2	1681	1631	51	01	01	01	11	11	01	51	51	01				
	14,999	1	341	231	11	01	01	01	01	01	01	11	01	11				
=====																		
OTHER MANUAL WORKERS	30,000 -	4	71	71	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	34,999	3	371	341	31	01	01	01	01	01	01	31	21	11				
	12,500 -	2	671	671	01	01	01	01	11	11	01	11	11	01				
	14,999	1	141	131	11	01	01	01	01	01	01	11	11	01				
=====																		
TOTAL NUMBER OF EMPLOYEES			8001	5871	2131	11	11	01	131	71	61	331	111	221				
=====																		

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES *

FORM 2 PART 2 PAGE 1

NAME OF AGENCY:

FEDERAL BUREAU OF INVESTIGATION

REPORTING PERIOD: 1980

JOB TITLE AND GRADE OF EACH EMPLOYEE

POSITION

SALARY RANGE: \$10,000 - \$14,000

OCCUPATIONAL GROUPS	SALARY RANGE \$	TOTAL PER MONTH			TOTAL PER MONTH			TOTAL PER MONTH			TOTAL PER MONTH		
		NUMBER	MALE	FEMALE	NUMBER	MALE	FEMALE	NUMBER	MALE	FEMALE	NUMBER	MALE	FEMALE
		=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
UPPER LEVEL MANAGERS		4	01	01	01	01	01	01	01	01	01	01	01
		3	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01
		4	01	01	01	01	01	01	01	01	01	01	01
MIDDLE OR OTHER MANAGERS		4	01	01	01	01	01	01	01	01	01	01	01
		3	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01
		4	01	01	01	01	01	01	01	01	01	01	01
PROFESSIONALS	27,500 -	4	01	01	01	01	01	01	01	01	01	01	01
	29,999	3	01	01	01	01	01	01	01	01	01	01	01
	27,500 -	2	01	01	01	01	01	01	01	01	01	01	01
	29,999	1	01	01	01	01	01	01	01	01	01	01	01
		4	01	01	01	01	01	01	01	01	01	01	01
SEMI PROFESSIONALS AND TECHNICIANS		4	01	01	01	01	01	01	01	01	01	01	01
		3	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01
		4	01	01	01	01	01	01	01	01	01	01	01
SUPERVISORS	30,000 -	4	01	01	01	01	01	01	01	01	01	01	01
	34,999	3	01	01	01	01	01	01	01	01	01	01	01
	30,000 -	2	01	01	01	01	01	01	01	01	01	01	01
	34,999	1	01	01	01	01	01	01	01	01	01	01	01
		4	01	01	01	01	01	01	01	01	01	01	01
WORKER/OTHER		4	01	01	01	01	01	01	01	01	01	01	01
		3	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01
		4	01	01	01	01	01	01	01	01	01	01	01

* Use separate Parts for permanent

* 1 refers to the lowest salary category

* Following are permanent employees

* 0 refers to the lowest salary category

INDUSTRY AND OCCUPATION	TOTAL EMPLOYED	ADDITIONAL EMPLOYED				EMPLOYED WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
		TOTAL EMPLOYED	WHITE	BLACK	OTHER	TOTAL EMPLOYED	WHITE	BLACK	OTHER	TOTAL EMPLOYED	WHITE	BLACK	OTHER
001.1	001.2	001.3	001.4	001.5	001.6	001.7	001.8	001.9	001.10	001.11	001.12	001.13	001.14
CLERICAL WORKERS	20,000 -	2	2	2	2	0	0	0	0	0	0	0	0
	22,999	3	3	3	3	0	0	0	0	0	0	0	0
	0 -	2	14	31	51	0	0	0	0	0	1	0	1
	2,499	1	16	10	5	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS*	20,000 -	4	5	5	0	0	0	0	0	0	0	0	0
	22,499	3	13	12	1	0	0	0	0	0	0	0	0
	0 -	2	8	8	0	0	0	0	0	0	0	0	0
	2,499	1	4	4	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	17,500 -	4	3	3	0	0	0	0	0	0	0	0	0
	19,999	3	5	4	1	0	0	0	0	0	0	0	0
	0 -	2	12	12	0	0	0	0	0	0	0	0	0
	2,499	1	9	8	1	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			58	70	19	0	0	0	0	0	1	0	1

* 1 refers to the lowest salary quartile. 4 refers to the highest salary quartile.

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES *

FORM 3 PART A

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT (REPORTING PERIOD: 1999)
 GREYHOUND LINES OF CANADA LTD. SYSTEMS

LOCATION : National (CANADA) X Province/Territory : Alberta Designated CMA:

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES				
	TOTAL (MEN		WOMEN	TOTAL (MEN		WOMEN	TOTAL (MEN		WOMEN	TOTAL (MEN		WOMEN
	(NUMBER)		(NUMBER)	(NUMBER)		(NUMBER)	(NUMBER)		(NUMBER)	(NUMBER)		(NUMBER)
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999	22	3	19	0	0	0	0	0	0	1	0	1
\$ 15,000 - \$ 17,499	28	11	17	0	0	0	4	1	3	1	0	1
\$ 17,500 - \$ 19,999	45	11	34	0	0	0	2	1	1	9	1	8
\$ 20,000 - \$ 22,499	109	69	40	0	0	0	2	1	1	4	0	4
\$ 22,500 - \$ 24,999	64	26	38	0	0	0	0	0	0	6	1	5
\$ 25,000 - \$ 27,499	81	50	31	1	1	0	0	0	0	3	1	2
\$ 27,500 - \$ 29,999	62	49	13	0	0	0	0	0	0	2	1	1
\$ 30,000 - \$ 34,999	106	99	7	0	0	0	3	2	1	5	5	0
\$ 35,000 - \$ 39,999	125	117	8	0	0	0	1	1	0	2	2	0
\$ 40,000 - \$ 49,999	127	123	4	0	0	0	1	1	0	0	0	0
\$ 50,000 - \$ 59,999	18	17	1	0	0	0	0	0	0	0	0	0
\$ 70,000 AND OVER	13	12	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	800	587	213	1	1	0	13	7	6	33	11	22

* Use separate Parts for permanent part-time and temporary employees

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES *

FORM 3 PART B

NAME OF BUSINESS :

INDUSTRIAL SYSTEMS LTD. PRESENTED FOR THE PERIOD 1999

ADDRESS (LINE 1 OF 3) :

1010100

LOCATION : National (CANADA) Province/Territory : Alberta

Registration No. :

SALARY RANGES	ALL EMPLOYEES		INDIGENOUS PEOPLE		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL MEN	WOMEN	TOTAL MEN	WOMEN	TOTAL MEN	WOMEN	TOTAL MEN	WOMEN				
	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)	(NUMBER)				
	1001.1	1001.2	1001.3	1001.4	1001.5	1001.6	1001.7	1001.8	1001.9	1001.10	1001.11	1001.12
UNDER \$ 2,500	13	11	2	0	0	0	0	0	0	0	0	0
\$ 2,500 - \$ 4,999	12	9	3	0	0	0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499	19	16	3	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	19	14	3	0	0	0	0	0	0	1	0	1
\$ 10,000 - \$ 12,499	6	6	0	0	0	0	0	0	0	0	0	0
\$ 12,500 - \$ 14,999	17	13	4	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	3	2	1	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	5	5	0	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 24,999	2	2	0	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999	1	0	1	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 39,999	1	1	0	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	58	79	19	0	0	0	0	0	0	1	0	1

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED *

FORM 4 PART A

1 NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT (REPORTING PERIOD: 1989)
 BACKGROUND LINES OF CANADA LTD. SYSTEMS

2 LOCATION : National (CANADA) _X_ Province/Territory : Alberta Designated CMA:

	ALL EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
OCCUPATIONAL GROUPS	TOTAL (MEN		WOMEN		TOTAL (MEN		WOMEN		TOTAL (MEN		WOMEN		TOTAL (MEN		WOMEN	
	(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)		(NUMBER)	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13	Col.14	Col.15	Col.16
UPPER LEVEL MANAGERS	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
MIDDLE OR OTHER MANAGERS	21	15	61	01	01	01	01	01	01	01	01	01	01	01	01	01
PROFESSIONALS	21	16	51	01	01	01	01	01	01	01	01	11	11	01	01	01
SEMI-PROFESSIONALS AND TECHNICIANS	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
SUPERVISORS	21	11	11	01	01	01	01	01	01	01	01	01	01	01	01	01
FOREMEN/WOMEN	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
CLERICAL WORKERS	63	10	53	01	01	01	71	21	51	12	01	12	01	12	01	12
SALES WORKERS	41	21	21	01	01	01	01	01	01	01	01	01	01	01	01	01
SERVICE WORKERS	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
SKILLED CRAFTS AND TRADES WORKERS	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
SEMI-SKILLED MANUAL WORKERS	71	51	21	01	01	01	01	01	01	01	11	01	11	01	11	01
OTHER MANUAL WORKERS	15	14	11	01	01	01	11	11	01	11	11	11	01	11	11	01
TOTAL NUMBER OF EMPLOYEES HIRED	133	63	70	01	01	01	81	31	51	15	21	13	15	21	13	13

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES HIRED *

FORM 4 PART B

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1983
 GREYHOUND LINES OF CANADA LTD. SYSTEMS

LOCATION : National (CANADA) ☒ Province/Territory : Alberta Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL (MEN + WOMEN)		(NUMBER)	TOTAL (MEN + WOMEN)		(NUMBER)	TOTAL (MEN + WOMEN)		(NUMBER)	TOTAL (MEN + WOMEN)		(NUMBER)
	(Col.1)	(Col.2)	(Col.3)	(Col.4)	(Col.5)	(Col.6)	(Col.7)	(Col.8)	(Col.9)	(Col.10)	(Col.11)	(Col.12)
UPPER LEVEL MANAGERS	01	01	01	01	01	01	01	01	01	01	01	01
MIDDLE OR OTHER MANAGERS	01	01	01	01	01	01	01	01	01	01	01	01
PROFESSIONALS	01	01	01	01	01	01	01	01	01	01	01	01
SEMI-PROFESSIONALS AND TECHNICIANS	01	01	01	01	01	01	01	01	01	01	01	01
SUPERVISORS	11	11	01	01	01	01	01	01	01	01	01	01
FOREMEN/WOMEN	01	01	01	01	01	01	01	01	01	01	01	01
CLERICAL WORKERS	41	18	23	01	01	01	01	01	01	11	11	01
SALES WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
SERVICE WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
SKILLED CRAFTS AND TRADES WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
SEMI-SKILLED MANUAL WORKERS	61	61	01	01	01	01	01	01	01	01	01	01
OTHER MANUAL WORKERS	33	30	31	01	01	01	01	01	01	11	11	01
TOTAL NUMBER OF EMPLOYEES HIRED	81	55	26	01	01	01	01	01	01	21	21	01

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED *

FORM 5 PART A

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. SYSTEMS

LOCATION : National (CANADA) Province/Territory : Alberta Designated CMA:

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY
 IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL MEN (NUMBER)	WOMEN	TOTAL MEN (NUMBER)	WOMEN	TOTAL MEN (NUMBER)	WOMEN	TOTAL MEN (NUMBER)	WOMEN	TOTAL MEN (NUMBER)	WOMEN	TOTAL MEN (NUMBER)	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	01	01	01	01	01	01	01	01	01	01	01	01
MIDDLE OR OTHER MANAGERS	01	01	01	01	01	01	01	01	01	01	01	01
PROFESSIONALS	01	01	01	01	01	01	01	01	01	01	01	01
SEMI-PROFESSIONALS AND TECHNICIANS	01	01	01	01	01	01	01	01	01	01	01	01
SUPERVISORS	11	11	01	01	01	01	01	01	01	01	01	01
FOREMEN/WOMEN	01	01	01	01	01	01	01	01	01	01	01	01
CLERICAL WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
SALES WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
SERVICE WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
SKILLED CRAFTS AND TRADES WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
SEMI-SKILLED MANUAL WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
OTHER MANUAL WORKERS	11	11	01	01	01	01	01	01	01	01	01	01
TOTAL NUMBER OF EMPLOYEES PROMOTED	21	21	01	01	01	01	01	01	01	01	01	01
TOTAL NUMBER OF PROMOTIONS	21	21	01	01	01	01	01	01	01	01	01	01

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES PROMOTED *

FORM 5 PART B

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSPORT (REPORTING PERIOD: 1989)
 SYSTEMS

LOCATION : National (CANADA) X Province/Territory : Alberta Designated CMA:

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER	TOTAL	NUMBER
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED *

FORM 6 PART A

NAME OF BUSINESS : BACKGROUND LINES OF CANADA LTD.
 INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSPORT SYSTEMS
 REPORTING PERIOD: 1989

LOCATION : National (CANADA) ☒ Province/Territory : Alberta Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES	
	TOTAL (NUMBER)	(MEN)	TOTAL (NUMBER)	(MEN)	TOTAL (NUMBER)	(MEN)	TOTAL (NUMBER)	(MEN)
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8
UPPER LEVEL MANAGERS	01	01	01	01	01	01	01	01
MIDDLE OR OTHER MANAGERS	11	10	11	01	01	01	21	21
PROFESSIONALS	71	61	11	01	01	01	01	01
SEMI-PROFESSIONALS AND TECHNICIANS	01	01	01	01	01	01	01	01
SUPERVISORS	71	21	51	01	01	01	01	01
FOREMEN/WOMEN	11	11	01	01	01	01	01	01
CLERICAL WORKERS	421	61	361	01	01	01	11	01
SALES WORKERS	31	21	11	01	01	01	01	01
SERVICE WORKERS	11	01	11	01	01	01	01	01
SKILLED CRAFTS AND TRADES WORKERS	01	01	01	01	01	01	01	01
SEMI-SKILLED MANUAL WORKERS	121	121	01	11	11	01	01	01
OTHER MANUAL WORKERS	241	231	11	01	01	01	01	11
TOTAL NUMBER OF EMPLOYEES TERMINATED	1081	621	461	11	11	01	31	21

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES TERMINATED *

FORM 6 PART B

NAME OF BUSINESS : FOREYGROUND LINES OF CANADA LTD. INDUSTRIAL SECTOR/PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) ☒ Province/Territory : Alberta Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES				
	TOTAL (MEN NUMBER)	WOMEN		TOTAL (MEN NUMBER)	WOMEN	TOTAL (MEN NUMBER)	WOMEN	TOTAL (MEN NUMBER)	WOMEN	TOTAL (MEN NUMBER)	WOMEN	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	17	1	16	0	0	0	0	0	0	1	1	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	19	19	0	0	0	0	2	2	0	0	0	0
OTHER MANUAL WORKERS	16	14	2	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	53	35	18	0	0	0	2	2	0	2	2	0

* Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT : REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. : SYSTEMS :
 LOCATION : National (CANADA) ☒ Province/Territory : British Columbia Designated CMA:

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	FULL-TIME EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
		TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	60,000 -	4	1	1	0	0	0	0	0	0	0	0	0
	64,999	3	3	3	0	0	0	0	0	0	0	0	0
	22,500 -	2	3	2	1	0	0	0	0	0	0	0	0
	24,999	1	2	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	1	1	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	35,000 -	4	3	3	0	0	0	0	0	0	0	0	0
	39,999	3	6	4	2	0	0	0	1	1	0	0	0
	25,000 -	2	6	5	1	0	0	0	0	0	0	0	0
	27,499	1	1	1	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	45,000 -	4	1	1	0	0	0	0	0	0	0	0	0
	49,999	3	0	0	0	0	0	0	0	0	0	0	0
	35,000 -	2	0	0	0	0	0	0	0	0	0	0	0
	39,999	1	1	1	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent

** 1 refers to the lowest salary quarter;

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTERLY EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
		TOTAL (MEN NUMBER)		WOMEN		TOTAL (MEN NUMBER)		WOMEN		TOTAL (MEN NUMBER)		WOMEN		TOTAL (MEN NUMBER)		WOMEN	
		Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13	Col.14	Col.15	Col.16
CLERICAL WORKERS	30,000 -	4	5	3	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	12	2	10	0	0	0	0	0	0	0	0	0	0	0	0
	12,500 -	2	19	5	14	0	0	0	1	1	0	0	0	0	0	0	0
	14,999	1	10	1	9	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	25,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	50,000 -	4	20	20	0	0	0	0	0	0	0	0	0	0	0	0	0
	54,999	3	89	89	0	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	55	51	4	0	0	0	0	0	0	0	2	1	1	1	1
	17,499	1	22	19	3	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	30,000 -	4	18	18	0	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	10,000 -	2	6	5	1	0	0	0	1	1	0	0	0	0	0	0	0
	12,499	1	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			298	250	48	0	0	0	3	3	0	2	1	1			

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES *

FORM 2 PART B PAGE 1

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD.
 INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS
 REPORTING PERIOD: 1989
 LOCATION : National (CANADA) ☒ Province/Territory : British Columbia Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND	QUARTERLY EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH				MEMBERS OF			
	BOTTOM OF	SALARY RANGE: **															
			TOTAL	1MEN	1WOMEN	TOTAL	1MEN	1WOMEN	TOTAL	1MEN	1WOMEN	TOTAL	1MEN	1WOMEN	TOTAL	1MEN	1WOMEN
		NUMBER			NUMBER			NUMBER			NUMBER			NUMBER			
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13				
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0				
		3	0	0	0	0	0	0	0	0	0	0	0				
		2	0	0	0	0	0	0	0	0	0	0	0				
		1	0	0	0	0	0	0	0	0	0	0	0				
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0				
		3	0	0	0	0	0	0	0	0	0	0	0				
		2	0	0	0	0	0	0	0	0	0	0	0				
		1	0	0	0	0	0	0	0	0	0	0	0				
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0				
		3	0	0	0	0	0	0	0	0	0	0	0				
		2	0	0	0	0	0	0	0	0	0	0	0				
		1	0	0	0	0	0	0	0	0	0	0	0				
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0				
		3	0	0	0	0	0	0	0	0	0	0	0				
		2	0	0	0	0	0	0	0	0	0	0	0				
		1	0	0	0	0	0	0	0	0	0	0	0				
SUPERVISORS	12,500 -	4	0	0	0	0	0	0	0	0	0	0	0				
	14,999	3	0	0	0	0	0	0	0	0	0	0	0				
	12,500 -	2	0	0	0	0	0	0	0	0	0	0	0				
	14,999	1	1	1	0	0	0	0	0	0	0	0	0				
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0				
		3	0	0	0	0	0	0	0	0	0	0	0				
		2	0	0	0	0	0	0	0	0	0	0	0				
		1	0	0	0	0	0	0	0	0	0	0	0				

* Non-Permanent Data for comparison

** 1 refers to the lowest salary category

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTERLY EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
		TOTAL (MEN NUMBER)		WOMEN		TOTAL (MEN NUMBER)		WOMEN		TOTAL (MEN NUMBER)		WOMEN		TOTAL (MEN NUMBER)		WOMEN	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13	Col.14	Col.15	Col.16	Col.17
CLERICAL WORKERS	17,500 -	4	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	3	16	10	6	0	0	0	0	0	0	0	0	1	1	0	0
	0 -	2	16	10	6	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	16	11	5	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	17,500 -	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	17,500 -	4	8	7	1	0	0	0	0	0	0	0	0	1	1	0	0
	19,999	3	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	15,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	3	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			80	56	24	0	0	0	0	0	0	0	0	2	2	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES *

FORM 3 PART A

NAME OF BUSINESS : INDUSTRIAL SECTOR:PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. SYSTEMS

LOCATION : National (CANADA) X Province/Territory : British Columbia Designated CMA:

SALARY RANGES	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES	
	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN
	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8
	Col.9	Col.10	Col.11	Col.12				
UNDER \$ 10,000	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 14,999	8	2	6	0	0	0	0	0
\$ 15,000 - \$ 17,499	5	1	4	0	0	0	0	0
\$ 17,500 - \$ 19,999	7	6	1	0	0	1	1	0
\$ 20,000 - \$ 22,499	34	21	13	0	0	1	1	0
\$ 22,500 - \$ 24,999	19	11	8	0	0	0	0	0
\$ 25,000 - \$ 27,499	30	21	9	0	0	0	0	1
\$ 27,500 - \$ 29,999	26	23	3	0	0	0	0	0
\$ 30,000 - \$ 34,999	42	39	3	0	0	1	1	0
\$ 35,000 - \$ 39,999	70	69	1	0	0	0	0	1
\$ 40,000 - \$ 49,999	46	46	0	0	0	0	0	0
\$ 50,000 - \$ 69,999	11	11	0	0	0	0	0	0
\$ 70,000 AND OVER	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	298	250	48	0	0	3	3	2

* Use separate Parts for permanent part-time and temporary employees

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES *

FORM 3 PART B

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : British Columbia Designated CMA:

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL			TOTAL			TOTAL			TOTAL		
	MEN			MEN			MEN			MEN		
	NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 2,500	10	6	4	0	0	0	0	0	0	0	0	0
\$ 2,500 - \$ 4,999	13	8	5	0	0	0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499	11	7	4	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	15	12	3	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 12,499	12	8	4	0	0	0	0	0	0	1	1	0
\$ 12,500 - \$ 14,999	9	6	3	0	0	0	0	0	0	0	0	0
\$ 15,000 - \$ 17,499	7	7	0	0	0	0	0	0	0	1	1	0
\$ 17,500 - \$ 19,999	3	2	1	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	80	56	24	0	0	0	0	0	0	2	2	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED *

FORM 4 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
SYSTEMS

LOCATION : National (CANADA) X Province/Territory : British Columbia Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL (MEN		TOTAL (MEN		TOTAL (MEN		TOTAL (MEN		TOTAL (MEN			
	NUMBER)		NUMBER)		NUMBER)		NUMBER)		NUMBER)			
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	9	5	4	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	3	2	1	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	3	2	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	19	13	6	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES HIRED *

FORM 4 PART B

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. SYSTEMS

LOCATION : National (CANADA) ☒ Province/Territory : British Columbia Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL (NUMBER)		(WOMEN)	TOTAL (NUMBER)		(WOMEN)	TOTAL (NUMBER)		(WOMEN)	TOTAL (NUMBER)		(WOMEN)
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	68	49	19	0	0	0	0	0	0	2	2	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	5	5	0	0	0	0	0	0	0	1	1	0
OTHER MANUAL WORKERS	7	2	5	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	80	56	24	0	0	0	0	0	0	3	3	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED *

FORM 5 PART A

NAME OF BUSINESS : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. SYSTEMS

LOCATION : National (CANADA) Province/Territory : British Columbia Designated CMA:

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY
 IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL		TOTAL		TOTAL		TOTAL					
	MEN		MEN		MEN		MEN					
	NUMBER	WOMEN	NUMBER	WOMEN	NUMBER	WOMEN	NUMBER	WOMEN	NUMBER	WOMEN	NUMBER	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES PROMOTED *

FORM 5 PART B

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) X Province/Territory : British Columbia Designated CMA:

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	(NUMBER)			(NUMBER)			(NUMBER)			(NUMBER)		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED *

FORM 6 PART A

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
 SYSTEMS
 LOCATION : National (CANADA) X Province/Territory : British Columbia Designated CMA:

	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS	TOTAL (MEN			TOTAL (MEN			TOTAL (MEN			TOTAL (MEN		
	NUMBER)			NUMBER)			NUMBER)			NUMBER)		
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	01	01	01	01	01	01	01	01	01	01	01	01
MIDDLE OR OTHER MANAGERS	01	01	01	01	01	01	01	01	01	01	01	01
PROFESSIONALS	01	01	01	01	01	01	01	01	01	01	01	01
SEMI-PROFESSIONALS AND TECHNICIANS	01	01	01	01	01	01	01	01	01	01	01	01
SUPERVISORS	21	21	01	01	01	01	01	01	01	01	01	01
FOREMEN/WOMEN	01	01	01	01	01	01	01	01	01	01	01	01
CLERICAL WORKERS	91	11	81	01	01	01	01	01	01	01	01	01
SALES WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
SERVICE WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
SKILLED CRAFTS AND TRADES WORKERS	01	01	01	01	01	01	01	01	01	01	01	01
SEMI-SKILLED MANUAL WORKERS	71	61	11	01	01	01	01	01	01	01	01	01
OTHER MANUAL WORKERS	81	81	01	01	01	01	01	01	01	01	01	01
TOTAL NUMBER OF EMPLOYEES TERMINATED	261	171	31	01	01	01	01	01	01	01	01	01

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES TERMINATED *

FORM 6 PART B

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR, PUBLIC PASSENGER TRANSIT SYSTEMS (REPORTING PERIOD: 1989)

LOCATION : National (CANADA) ☒ Province/Territory : British Columbia Designated CMA:

OCCUPATIONAL GROUPS	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES	
	TOTAL (MEN + WOMEN)		TOTAL (MEN + WOMEN)		TOTAL (MEN + WOMEN)		TOTAL (MEN + WOMEN)	
	NUMBER		NUMBER		NUMBER		NUMBER	
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0
CLERICAL WORKERS	22	16	6	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	23	22	1	0	0	0	0	0
OTHER MANUAL WORKERS	3	2	1	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	48	40	8	0	0	0	0	1

* Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS :		INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSPORT SYSTEMS		REPORTING PERIOD: 1999									
PORTLAND LINES OF CANADA LTD.													
LOCATION : National (CANADA)		Province/Territory :		Designated CMA: Toronto									
OCCUPATIONAL GROUP	TOP AND BOTTOM OF SALARY RANGE #	QUARTER-TIME EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
		TOTAL MEN (NUMBER)	WOMEN (NUMBER)	TOTAL MEN (NUMBER)	WOMEN (NUMBER)	TOTAL MEN (NUMBER)	WOMEN (NUMBER)	TOTAL MEN (NUMBER)	WOMEN (NUMBER)				
	001.1	001.2	001.3	001.4	001.5	001.6	001.7	001.8	001.9	001.10	001.11	001.12	001.13
UPPER LEVEL MANAGERS		4	01	01	01	01	01	01	01	01	01	01	01
		3	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01
MIDDLE OR OTHER MANAGERS	45,000 -	4	11	11	01	01	01	01	01	01	01	01	01
	40,999	3	21	21	01	01	01	01	01	01	01	01	01
	36,000 -	2	01	01	01	01	01	01	01	01	01	01	01
	34,999	1	01	11	21	01	01	01	01	01	01	01	01
PROFESSIONALS		4	01	01	01	01	01	01	01	01	01	01	01
		3	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01
SEMI-PROFESSIONALS AND TECHNICIANS		4	01	01	01	01	01	01	01	01	01	01	01
		3	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01
SUPERVISORS	35,000 -	4	21	21	01	01	01	01	01	01	01	01	01
	30,999	3	11	11	01	01	01	01	01	01	01	01	01
	30,000 -	2	01	01	01	01	01	01	01	01	01	01	01
	24,999	1	11	01	11	01	01	01	01	01	01	01	01
FOREMEN/WOMEN	50,000 -	4	01	01	01	01	01	01	01	01	01	01	01
	24,999	3	01	01	01	01	01	01	01	01	01	01	01
	50,000 -	2	01	01	01	01	01	01	01	01	01	01	01
	24,999	1	11	11	01	01	01	01	01	01	01	01	01

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUP	TOP AND BOTTOM OF SALARY RANGE	YEAR	WHOLE-TIME EMPLOYED				LABORER/ONCALL PEOPLE				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
			TOTAL MEN		WOMEN		TOTAL MEN		WOMEN		TOTAL MEN		WOMEN		TOTAL MEN		WOMEN	
			NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
			001.1		1001.2	1001.3	1001.4	1001.5	001.6	1001.7	1001.8	1001.9	1001.10	1001.11	1001.12	1001.13		
CLERICAL WORKERS	27,500 -	4	11	11	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	22,999	3	21	21	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	17,500 -	2	31	31	01	01	01	01	01	01	01	01	01	11	11	01	01	01
	13,999	1	41	41	01	01	01	01	01	01	01	01	01	01	01	01	01	01
SALES WORKERS	22,500 -	4	11	11	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	24,999	3	11	01	11	01	01	01	01	01	01	01	01	01	01	01	01	01
	17,500 -	2	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	13,999	1	11	01	11	01	01	01	01	01	01	01	01	01	01	01	01	01
SERVICE WORKERS		4	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
		3	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
SKILLED CRAFTS AND		4	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
TRADES WORKERS		3	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
		2	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
		1	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
SEMI-SKILLED	45,000 -	4	61	61	01	01	01	01	01	01	01	01	01	01	01	01	01	01
MANUAL WORKERS	49,999	3	191	191	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	20,000 -	2	101	101	01	01	01	01	01	01	01	01	01	11	11	01	01	01
	22,499	1	201	151	51	01	01	01	01	01	01	01	01	11	11	01	01	01
OTHER MANUAL WORKERS	22,500 -	4	11	11	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	24,999	3	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	12,500 -	2	11	11	01	01	01	01	01	01	01	01	01	01	01	01	01	01
	14,999	1	11	11	01	01	01	01	01	01	01	01	01	01	01	01	01	01
TOTAL NUMBER OF EMPLOYEES			821	711	111	01	01	01	01	01	01	01	01	01	01	01	01	01

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989

LOCATION : National (CANADA) Province/Territory : I Designated CMA: Toronto

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTER	ALL EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
			TOTAL	1	2	3	TOTAL	1	2	3	TOTAL	1	2	3	TOTAL	1	2	3
			NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13	Col.14	Col.15	Col.16	Col.17
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE **	QUARTER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	2,500 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	4,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	17,500 -	4	3	3	0	0	0	0	0	0	0	0	0	0
	19,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	5,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	7,499	1	3	3	0	0	0	0	0	0	0	1	1	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			10	9	1	0	0	0	0	0	0	1	1	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES *

FORM 2 PART A PAGE 1

NAME OF BUSINESS :		INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT										REPORTING PERIOD:		1989	
GREYHOUND LINES OF CANADA LTD.		SYSTEMS													
LOCATION : National (CANADA)		Province/Territory :										X Designated CMA:		Winnipeg	
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE :	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES			
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13	
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0	
		3	0	0	0	0	0	0	0	0	0	0	0	0	
		2	0	0	0	0	0	0	0	0	0	0	0	0	
		1	0	0	0	0	0	0	0	0	0	0	0	0	
MIDDLE OR OTHER MANAGERS	50,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0	
	54,999	3	0	0	0	0	0	0	0	0	0	0	0	0	
	40,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0	
	44,999	1	1	1	0	0	0	0	0	0	0	1	1	0	
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0	
		3	0	0	0	0	0	0	0	0	0	0	0	0	
		2	0	0	0	0	0	0	0	0	0	0	0	0	
		1	0	0	0	0	0	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0	
		3	0	0	0	0	0	0	0	0	0	0	0	0	
		2	0	0	0	0	0	0	0	0	0	0	0	0	
		1	0	0	0	0	0	0	0	0	0	0	0	0	
AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0	
		3	0	0	0	0	0	0	0	0	0	0	0	0	
		2	0	0	0	0	0	0	0	0	0	0	0	0	
		1	0	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	35,000 -	4	2	2	0	0	0	0	1	1	0	0	0	0	
	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0	
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0	
	34,999	1	2	2	0	0	0	0	0	0	0	0	0	0	
FOREMEN/WOMEN	45,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0	
	49,999	3	0	0	0	0	0	0	0	0	0	0	0	0	
	45,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0	
	49,999	1	1	1	0	0	0	0	1	1	0	1	1	0	

* Use separate Parts for permanent
part-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	30,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	3	7	3	4	0	0	0	0	0	0	0	0	0
	12,500 -	2	11	1	10	0	0	0	0	0	0	0	0	0
	14,999	1	5	0	5	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	45,000 -	4	8	8	0	0	0	0	0	0	0	1	1	0
	49,999	3	42	42	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	14	14	0	0	0	0	0	0	0	0	0	0
	22,499	1	15	10	5	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	14	14	0	0	0	0	0	0	0	0	0	0
	19,999	1	14	14	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			141	117	24	0	0	0	2	2	0	3	3	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT REPORTING PERIOD: 1989
SYSTEMS

LOCATION : National (CANADA) Province/Territory : X Designated CMA: Winnipeg

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
			NUMBER			NUMBER			NUMBER			NUMBER		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
full-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTER	ALL EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
			TOTAL		MEN		TOTAL		MEN		TOTAL		MEN		TOTAL		MEN	
			NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER		NUMBER	
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13				
CLERICAL WORKERS	22,500 -	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	24,999	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	20,000 -	4	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5,000 -	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	7,499	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	17,500 -	4	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	2,499	1	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			28	23	5	0	0	0	0	0	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : : INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT : REPORTING PERIOD: 1989
 GREYHOUND LINES OF CANADA LTD. : SYSTEMS :
 LOCATION : National (CANADA) Province/Territory : Designated CMA: Edmonton

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTERLY EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
		QUARTER											
		TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	55,000 -	4	1	1	0	0	0	0	0	0	0	0	0
	59,999	3	0	0	0	0	0	0	0	0	0	0	0
	40,000 -	2	0	0	0	0	0	0	0	0	0	0	0
	44,999	1	1	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	35,000 -	4	2	2	0	0	0	0	0	0	0	0	0
	39,999	3	1	1	0	0	0	0	0	0	0	0	0
	30,000 -	2	1	1	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	40,000 -	4	1	1	0	0	0	0	0	0	0	0	0
	44,999	3	0	0	0	0	0	0	0	0	0	0	0
	35,000 -	2	0	0	0	0	0	0	0	0	0	0	0
	39,999	1	1	1	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
part-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUARTER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL			TOTAL			TOTAL			TOTAL		
			NUMBER	MEN	WOMEN	NUMBER	MEN	WOMEN	NUMBER	MEN	WOMEN	NUMBER	MEN	WOMEN
	Col.1	**	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
=====														
CLERICAL WORKERS	27,500 -	4	9	4	5	0	0	0	0	0	0	0	0	0
	29,999	3	15	0	15	0	0	0	0	0	0	0	0	0
	12,500 -	2	4	2	2	0	0	0	0	0	0	0	0	0
	14,999	1	6	1	5	0	0	0	0	0	0	0	0	0
=====														
SALES WORKERS	27,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	29,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	1	0	1	0	0	0	0	0	0	0	0	0
=====														
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
=====														
SKILLED CRAFTS AND		4	0	0	0	0	0	0	0	0	0	0	0	0
=====														
TRADES WORKERS		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
=====														
SEMI-SKILLED	45,000 -	4	54	54	0	0	0	0	1	1	0	0	0	0
MANUAL WORKERS	49,999	3	50	49	1	0	0	0	0	0	0	1	1	0
	12,500 -	2	19	17	2	0	0	0	0	0	0	0	0	0
	14,999	1	4	3	1	0	0	0	0	0	0	0	0	0
=====														
OTHER MANUAL WORKERS	30,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	3	17	16	1	0	0	0	0	0	0	2	1	1
	17,500 -	2	11	11	0	0	0	0	0	0	0	1	1	0
	19,999	1	16	16	0	0	0	0	0	0	0	0	0	0
=====														
TOTAL NUMBER OF EMPLOYEES			218	185	33	0	0	0	1	1	0	4	3	1
=====														

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS :		INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT								REPORTING PERIOD:		1989		
GREYHOUND LINES OF CANADA LTD.		SYSTEMS												
LOCATION :		National (CANADA)		Province/Territory :				X Designated CMA:		Edmonton				
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE: **	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER:	MEN	WOMEN	TOTAL NUMBER:	MEN	WOMEN	TOTAL NUMBER:	MEN	WOMEN	TOTAL NUMBER:	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	30,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
full-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	12,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	14,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	2,500 -	2	8	5	3	0	0	0	0	0	0	0	0	0
	4,999	1	5	5	0	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	17,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	19,999	3	6	5	1	0	0	0	0	0	0	0	0	0
	2,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	4,999	1	2	2	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	17,500 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	19,999	3	3	2	1	0	0	0	0	0	0	0	0	0
	0 -	2	7	7	0	0	0	0	0	0	0	0	0	0
	2,499	1	5	4	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			41	35	6	0	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : INDUSTRIAL MOTOR VEHICLE PASSENGER TRANSPORT REPORTING PERIOD: 1989
 PROVINCE/LINE OF BUSINESS LTD. SYSTEMS
 LOCATION : National (CANADA) Provincial/Territorial : X Designated DMA: Calgary

OCCUPATIONAL GROUP	TOP AND BOTTOM OF SALARY RANGE \$	QUARTER-FULL EMPLOYEES		ADDITIONAL PEOPLE		PERSONS WITH RESPONSIBILITIES		MEMBERS OF VISIBLE MINORITIES						
		TOTAL MEN (NUMBER)	WOMEN	TOTAL MEN (NUMBER)	WOMEN	TOTAL MEN (NUMBER)	WOMEN	TOTAL MEN (NUMBER)	WOMEN					
		1001.1	1001.2	1001.3	1001.4	1001.5	1001.6	1001.7	1001.8	1001.9	1001.10	1001.11	1001.12	1001.13
=====														
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	1	1	0	0	0	0	0	0	0	0	0	0
=====														
MIDDLE OR OTHER MANAGERS	70,000 -	4	7	7	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	4	3	1	0	0	0	0	0	0	0	0	0
	20,000 -	2	2	1	2	0	0	0	0	0	0	0	0	0
	22,499	1	2	1	0	0	0	0	0	0	0	0	0	0
=====														
PROFESSIONALS	45,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	49,999	3	7	7	0	0	0	0	0	0	0	1	1	0
	22,500 -	2	12	9	3	0	0	0	0	0	0	1	1	0
	24,999	1	5	3	2	0	0	0	0	0	0	0	0	0
=====														
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
=====														
SUPERVISORS	40,000 -	4	10	6	4	0	0	0	1	1	0	0	0	0
	44,999	3	7	4	3	0	0	0	1	0	1	0	0	0
	12,500 -	2	4	0	4	0	0	0	0	0	0	0	0	0
	14,999	1	2	1	1	0	0	0	0	0	0	0	0	0
=====														
FOREMEN/WOMEN	45,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	49,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	55,999 -	2	3	3	0	0	0	0	0	0	0	0	0	0
	33,999	1	1	1	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTERLY EMPLOYED				ADDITIONAL TOTAL				EMPLOYED WITH DISABILITIES				MEMBERS OF VETERAN ORGANIZATIONS			
		TOTAL MEN		WOMEN		TOTAL MEN		WOMEN		TOTAL MEN		WOMEN		TOTAL MEN		WOMEN	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
	30,101	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
CLERICAL WORKERS	35,000 -	4	2%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	32,999	2	3%	3%	2%	0%	0%	0%	0%	1%	1%	0%	0%	3%	3%	0%	3%
	30,000 -	2	7%	9%	6%	0%	0%	0%	0%	2%	2%	1%	1%	13%	13%	0%	13%
	12,499	1	44%	2%	42%	0%	0%	0%	0%	5%	5%	1%	4%	4%	4%	0%	4%
SALES WORKERS	27,500 -	4	2%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	29,999	3	1%	1%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	22,500 -	2	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	24,999	1	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SERVICE WORKERS	27,500 -	4	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	29,999	3	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	27,500 -	2	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	29,999	1	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SKILLED CRAFTS AND TRADES WORKERS		4	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
		3	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
		2	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
		1	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SEMI-SKILLED MANUAL WORKERS	60,000 -	4	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	64,999	3	5%	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	15,000 -	2	12%	12%	2%	0%	0%	0%	1%	1%	0%	4%	4%	0%	0%	0%	0%
	17,499	1	3%	2%	1%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	1%	0%
OTHER MANUAL WORKERS	30,000 -	4	4%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	34,999	3	1%	1%	2%	0%	0%	0%	0%	0%	0%	1%	1%	1%	1%	0%	0%
	12,500 -	2	4%	4%	1%	0%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%
	14,999	1	1%	1%	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%	1%	0%	0%
TOTAL NUMBER OF EMPLOYEES		5571	388%	1791	1%	1%	0%	1%	6%	5%	29%	0%	2%				

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD.
 INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS
 REPORTING PERIOD: 1989
 LOCATION : National (CANADA) Province/Territory : X Designated CMA: Calgary

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	27,500 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	29,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	29,999	1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
full-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	WOMEN	WOMEN	TOTAL NUMBER	WOMEN	WOMEN	TOTAL NUMBER	WOMEN	WOMEN	TOTAL NUMBER	WOMEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	20,000 -	4	2	1	1	0	0	0	0	0	0	0	0	0
	22,499	3	4	2	2	0	0	0	0	0	0	0	0	0
	0 -	2	4	1	3	0	0	0	0	0	0	1	0	1
	2,499	1	13	7	6	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	20,000 -	4	4	4	0	0	0	0	0	0	0	0	0	0
	22,499	3	7	7	0	0	0	0	0	0	0	0	0	0
	0 -	2	8	8	0	0	0	0	0	0	0	0	0	0
	2,499	1	2	2	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	15,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	17,499	3	3	3	0	0	0	0	0	0	0	0	0	0
	0 -	2	4	4	0	0	0	0	0	0	0	0	0	0
	2,499	1	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			57	44	13	0	0	0	0	0	0	1	0	1

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES *

FORM 2 PART A PAGE 1

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT : REPORTING PERIOD: 1999
 : SYSTEMS
 LOCATION : National (CANADA) Province/Territory : X Designated CMA: Vancouver

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER 1 **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	WOMEN	TOTAL NUMBER	WOMEN	TOTAL NUMBER	WOMEN	TOTAL NUMBER	WOMEN	TOTAL NUMBER	WOMEN		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	60,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	64,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	1	3	2	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS	35,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	30,000 -	4	5	4	1	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	3	3	0	0	0	0	0	0	0	0	0	0
	27,499	1	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	45,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	49,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	39,999	1	1	1	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent

** 1 refers to the lowest salary quarter;

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	30,000 -	4	5	3	2	0	0	0	0	0	0	0	0	0
	34,999	3	12	2	10	0	0	0	0	0	0	0	0	0
	12,500 -	2	17	5	12	0	0	0	1	1	0	0	0	0
	14,999	1	7	0	7	0	0	0	0	0	0	0	0	0
SALES WORKERS	25,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	25,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	1	0	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	50,000 -	4	9	9	0	0	0	0	0	0	0	0	0	0
	54,999	3	39	39	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	23	21	2	0	0	0	0	0	0	2	1	1
	17,499	1	9	5	4	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	30,000 -	4	17	17	0	0	0	0	0	0	0	0	0	0
	34,999	3	10	10	0	0	0	0	0	0	0	0	0	0
	10,000 -	2	6	5	1	0	0	0	1	1	0	0	0	0
	12,499	1	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			175	134	41	0	0	0	2	2	0	2	1	1

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD. INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT SYSTEMS REPORTING PERIOD: 1989
 LOCATION : National (CANADA) Province/Territory : X Designated CMA: Vancouver

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUAR- TER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
		**	TOTAL NUMBER	1 MEN	2 WOMEN	TOTAL NUMBER	1 MEN	2 WOMEN	TOTAL NUMBER	1 MEN	2 WOMEN	TOTAL NUMBER	1 MEN	2 WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		1	0	0	0	0	0	0	0	0	0	0	0	0
		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		1	0	0	0	0	0	0	0	0	0	0	0	0
		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent
full-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	17,500 -	4	3	2	1	0	0	0	0	0	0	0	0	0
	19,999	3	11	5	6	0	0	0	0	0	0	1	1	0
	0 -	2	8	2	6	0	0	0	0	0	0	0	0	0
	2,499	1	12	7	5	0	0	0	0	0	0	0	0	0
SALES WORKERS	17,500 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	15,000 -	4	3	2	1	0	0	0	0	0	0	1	1	0
	17,499	3	1	1	0	0	0	0	0	0	0	0	0	0
	5,000 -	2	3	3	0	0	0	0	0	0	0	0	0	0
	7,499	1	2	2	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	15,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	17,499	3	1	0	1	0	0	0	0	0	0	0	0	0
	0 -	2	1	0	1	0	0	0	0	0	0	0	0	0
	2,499	1	1	0	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			49	27	22	0	0	0	0	0	0	2	2	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

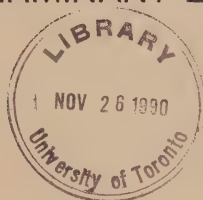
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EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**GRIMSHAW TRUCKING AND
DISTRIBUTING LTD.**

8104

Canada

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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

FULL LEGAL NAME - NOM LÉGALE AU COMPLET 1 GRINSHAM TRACKING AND DISTRIBUTING LTD.		NAME OF EMPLOYER NOM DE L'EMPLOYEUR 1 GRINSHAM TRACKING		COMMON OR BUSINESS NAME - NOM COMM. OU NOM DES AFFAIRES 1 GRINSHAM TRACKING	
ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES AU SIEGE SOCIAL 1 11510 - 151 STREET, EDMONTON, ALBERTA T5H 3H6		ADDRESS - ADRESSE POSTALE 1 11510 - 151 STREET, EDMONTON, ALBERTA T5H 3H6		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI 1 G.M. PAYNE	
NAME OF CHIEF EMPLOYING OFFICER OF EMPLOYER - NOM DU PRINCIPAL EMPLOYEUR DE L'EMPLOYEUR 1 D.J. BURNETT		POSITION TITLE - TITRE DU FONCTIONNAIRE 1 PRESIDENT		AREA CODE 4 3 1 5 8 2 0 PROVINCES/LES PROVINCES 1	
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 1 TRUCK TRANSPORT		NO. OF EMPLOYEES NOMBRE DE SALAIRES 233		DISTRICTED C IN A EN B DESIGNEES 18	
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 1		NO. OF EMPLOYEES NOMBRE DE SALAIRES 141		CALGARY 141	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 1		NO. OF EMPLOYEES NOMBRE DE SALAIRES 141		EDMONTON 141	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 1		NO. OF EMPLOYEES NOMBRE DE SALAIRES 141		HALIFAX 141	
EMPLOYMENT STATUS CATEGORIES CATEGORIES DE SALAIRES 191		NO. OF EMPLOYEES NOMBRE DE SALAIRES 26		MONTREAL 141	
CERTIFICATION OF ACCURACY ATTESTATION D'EXACTITUDE 1		NO. OF EMPLOYEES NOMBRE DE SALAIRES 233		REGINA 141	
NAME OF CHIEF EMPLOYING OFFICER OF EMPLOYER - NOM DU PRINCIPAL EMPLOYEUR DE L'EMPLOYEUR 1 D.J. BURNETT		POSITION TITLE - TITRE DU FONCTIONNAIRE 1 PRESIDENT		TORONTO 141	
NAME OF CHIEF EMPLOYING OFFICER OF EMPLOYER - NOM DU PRINCIPAL EMPLOYEUR DE L'EMPLOYEUR 1 D.J. BURNETT		POSITION TITLE - TITRE DU FONCTIONNAIRE 1 PRESIDENT		VANCOUVER 141	
NAME OF CHIEF EMPLOYING OFFICER OF EMPLOYER - NOM DU PRINCIPAL EMPLOYEUR DE L'EMPLOYEUR 1 D.J. BURNETT		POSITION TITLE - TITRE DU FONCTIONNAIRE 1 PRESIDENT		WINDSOR 141	
NAME OF CHIEF EMPLOYING OFFICER OF EMPLOYER - NOM DU PRINCIPAL EMPLOYEUR DE L'EMPLOYEUR 1 D.J. BURNETT		POSITION TITLE - TITRE DU FONCTIONNAIRE 1 PRESIDENT		TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALAIRES AU CANADA 233	


SCHEDULE M / ANNEXE M

Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1)

EMPLOYMENT EQUITY: EMPLOYEE IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYÉ, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form
Formulaire 1

FULL LEGAL NAME - NOM LÉGALE AU COMPLET CRINSHAW TRUCKING AND DISTRIBUTING LTD.		NAME OF EMPLOYER NOM DE L'EMPLOYEUR CRINSHAW TRUCKING	
ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'UN SECTEUR PRINCIPALE 11510 - 151 Street, Edmonton, Alberta T5M 3M6		MAILING ADDRESS - ADRESSE POSTALE 11510 - 151 Street, Edmonton, Alberta T5M 3M6	
NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PRÉSIDENT DIRIGEANT DE L'ENTREPRISE D.J. Burnett		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI G.M. Payne	
POSITION TITLE - TITRE DU FONCTIONNAIRE President		POSITION TITLE - TITRE DU FONCTIONNAIRE Controller	
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 TRUCK TRANSPORT		GEOGRAPHICAL AREAS INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA SECTEURS GÉOGRAPHIQUES (INDIQUEZ LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)	
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2		CALGARY 17	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		EDMONTON 132	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4		HALFAX	
		MONTREAL	
		REGINA	
		TORONTO	
		VANCOUVER	
		WISCONSIN	
		TOTAL EMPLOYEES IN CANADA NOMBRE DES SALARIÉS AU CANADA 217	

CERTIFICATION OF ACCURACY ATTESTATION D'EXACTITUDE		G.M. PAYNE JEREMY CERRY ON BEHALF OF (name of employer) THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AU MEILLEUR DE MON CONNAISSANCE ET DE MON CROYANCE, VRAIS ET EXACTS À TOUT ÉGARD	
DATE - DATE May 15, 1990		SIGNATURE - SIGNATURE 	



Canada

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR LES INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part A, Page 1
Partie A, Page 1

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Name of Business: Nom de l'entreprise: GRINSHAW TRUCKING AND DISTRIBUTING LTD.		Industrial Sector: Branché d'activité: TRUCK TRANSPORT		Reporting Period: Période de rapport: 19 89																					
Location: Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Designated CMA (specify) Région désignée (préciser)																					
Occupational Groups Catégories professionnelles		All Employees Tout les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles																	
Top and bottom of salary range Maximum et minimum de rémunération		Total Number Nombre total		Men Hommes		Women Femmes		Total Number Nombre total		Men Hommes		Women Femmes													
Col 1		Col 2		Col 3		Col 4		Col 5		Col 6		Col 7		Col 8		Col 9		Col 10		Col 11		Col 12		Col 13	
70,000 and OVER		4		1		1		1		1		1		1		1		1		1		1		1	
55,000		2		1		1		1		1		1		1		1		1		1		1		1	
55,999		1		1		1		1		1		1		1		1		1		1		1		1	
45,000		4		1		1		1		1		1		1		1		1		1		1		1	
49,999		3		6		6		6		6		6		6		6		6		6		6		6	
30,000		2		5		5		5		5		5		5		5		5		5		5		5	
34,999		1		6		6		6		6		6		6		6		6		6		6		6	
35,000		4		1		1		1		1		1		1		1		1		1		1		1	
39,999		3		2		2		2		2		2		2		2		2		2		2		2	
35,000		2		3		3		3		3		3		3		3		3		3		3		3	
39,999		1		1		1		1		1		1		1		1		1		1		1		1	
39,999		4		1		1		1		1		1		1		1		1		1		1		1	
27,500		4		1		1		1		1		1		1		1		1		1		1		1	
29,999		3		1		1		1		1		1		1		1		1		1		1		1	
27,500		2		1		1		1		1		1		1		1		1		1		1		1	
29,999		1		1		1		1		1		1		1		1		1		1		1		1	
35,000		4		1		1		1		1		1		1		1		1		1		1		1	
39,999		3		1		1		1		1		1		1		1		1		1		1		1	
30,000		2		1		1		1		1		1		1		1		1		1		1		1	
34,999		1		2		2		2		2		2		2		2		2		2		2		2	

* Use separate Part for permanent part-time and temporary employees
* Utilisez les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé





Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire

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Part A,
Partie A,

Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de la échelle de remunération	Quart Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	Col 1	4	3		3									
	27,500	3	5		5				1		1			
	23,999	2	13	1	12							1		1
	15,000	1	11		11			1			1			
Sales workers Employés du secteur de la vente	17,499	4	1	1										
	30,000	3												
	34,999	2												
	30,000	1	4	4										
Service workers Employés du secteur des services	34,999	4												
	30,000	3												
	27,499	2												
	23,999	1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	35,000	4	4	4								1	1	
	39,999	3	3	3								1	1	
	25,000	2	1	1										
	27,499	1	5	5										
Semi-skilled manual workers Travailleurs manuels spécialisés	60,000	4	6	6										
	64,999	3	24	24										
	12,500	2	48	48										
	14,999	1	13	13										
Other manual workers Autres travailleurs manuels	45,000	4	2	2										
	49,999	3	4	4										
	20,000	2	8	8										
	22,499	1	9	9										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			191	159	32	7	6	1	9	6	3	3	2	1

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Form 301 (Rev. 91)

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Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part B, Page 1
Partie B, Page 1

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Name of Business: Nom de l'entreprise:		Industrial Sector: Branché d'activité:		Reporting Period: Période de rapport:					
GRINSHAW TRUCKING AND DISTRIBUTING LTD.		TRUCK TRANSPORT		19 89					
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Designated CMA (specify) Région désignée (préciser)					
Occupational Group Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
Top and bottom of salary range Maximum et minimum de la échelle de rémunération		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total	
Col 1		Col 2		Col 3		Col 4		Col 5	
Men Hommes		Men Hommes		Men Hommes		Men Hommes		Men Hommes	
Women Femmes		Women Femmes		Women Femmes		Women Femmes		Women Femmes	
Col 1		Col 2		Col 3		Col 4		Col 5	
Col 6		Col 7		Col 8		Col 9		Col 10	
Col 11		Col 12		Col 13		Col 14		Col 15	
Upper-level managers Cadres supérieurs									
Middle or other managers Cadres intermédiaires et autres cadres									
Professionals Professionnels									
Semi-professionals and technicians Semi-professionnels et techniciens									
Supervisors Surveillants									
Foremen/workmen Conformistes									

* Use separate Parts for permanent full-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

**

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter.
1 représente les salariés du quart le moins élevé; 4 représente les salariés du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS À TEMPS PLEIN*

Form: Formule 3
Part A: Partie A

Name of Business: Nom de l'entreprise:		Industrial Sector: Branché d'activité:		TRUCK TRANSPORT											
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (Specify) Province / territoire (préciser)		Reporting Period: Période de rapport: 19 89									
SALARY RANGES (CHELLELINE REMUNERATION)	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Under Moins de \$10,000															
\$10,000 - \$14,999	1	1													
\$15,000 - \$19,999	4	1	3				1		1						
\$17,500 - \$19,999	13		13												
\$20,000 - \$22,499	17	10	7		1		1		1	1		1			
\$22,500 - \$24,999	13	8	5		1		1		1						
\$25,000 - \$27,499	13	11	2												
\$27,500 - \$29,999	16	14	2				2	2							
\$30,000 - \$34,999	34	34			2					1	1				
\$35,000 - \$39,999	45	45			1		1	1		1	1				
\$40,000 - \$49,999	27	27			1		3	3							
\$50,000 - \$69,999	7	7													
\$70,000 and over et plus	1	1													
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	191	159	32	7	6	1	9	6	3	3	2	1			

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1-800-367-0844

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Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 3 Part B
Partie B

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Location/Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province/Territory (specify) Province/territoire (préciser)		Reporting Period: Période de rapport: 1989							
Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité: TRUCK TRANSPORT											
SALARY RANGES ÉCHELLES DE RÉMUNÉRATION		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de \$2,500		1		1									
\$2,500 - \$4,999		3	3										
\$5,000 - \$7,499		4	3	1									
\$7,500 - \$9,999		6	3	3	1	1							
\$10,000 - \$12,499		4	4										
\$12,500 - \$14,999		2	2								1	1	
\$15,000 - \$17,499		4	4		1	1							
\$17,500 - \$19,999		1	1										
\$20,000 - \$24,999													
\$25,000 - \$29,999													
\$30,000 - \$39,999		1	1										
\$40,000 - \$49,999													
\$50,000 and over et plus													
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS		26	21	5	2	2					1	1	

* Use separate Parts for permanent full-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

EMP 3415 (9-84)

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Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire 4 Part A
Partie A

NOTE: See instructions
NOTA: Voir instructions

Name of Business: GRINSHAW TRUCKING AND DISTRIBUTING LTD.

Industrial Sector:
Secteur d'activité:

TRUCK TRANSPORT

Location/Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)	<input type="checkbox"/> Province / Territory (specify) Province / territoire (spécifier)	Reporting Period: Période de rapport: 1989									
			All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Women Femmes		Members of Visible Minorities Membres des minorités visibles	
Occupational Groups Catégories professionnelles	Total Number Nombre total Col. 1	Men Hommes Col. 2	Women Femmes Col. 3	Total Number Nombre total Col. 4	Men Hommes Col. 5	Women Femmes Col. 6	Total Number Nombre total Col. 7	Men Hommes Col. 8	Women Femmes Col. 9	Total Number Nombre total Col. 10	Men Hommes Col. 11	Women Femmes Col. 12
Upper-level managers Cadres supérieurs	1	1										
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres	2	2		1	1							
Clerical workers Employés de bureau	6		6				1		1			
Sales workers Employés du secteur de la vente	3	3										
Service workers Employés du secteur des services												
Skilled crafts and trades workers Tremailleurs qualifiés et artisans	5	5										
Semi-skilled manual workers Tremailleurs manuels spécialisés	18	18		2	2							
Other manual workers Autres travailleurs manuels	4	4										
TOTAL NUMBER OF EMPLOYEES HIRED MONTANT TOTAL DE RECRUTEMENTS	39	33	6	3	3		1		1			

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTES: Voir instructions

Form
Formulaire 4 Part A
Partie A

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Location-Endroit		National (Canada) National (Canada)		Province / Territory (specify) Province / Territoire (préciser)		Industrial Sector: Branches d'activité:		TRUCK TRANSPORT		Reporting period: Période de rapport:		
										19 89		
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Sous-professionnels et techniciens												
Supervisors Surveillants												
Unemployment Chômeurs												
Clerical workers Employés de bureau	9		9									
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	2	2								1	1	
Semi-skilled manual workers Travailleurs manuels spécialisés	36	36		4	4					1	1	
Other manual workers Autres travailleurs manuels	30	30		1	1		1	1		1	1	
TOTAL NUMBER OF EMPLOYEES HIRED NOUVEAU TOTAL DE RECRUTEMENTS	77	68	9	5	5		1	1		3	3	

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* Use separate Part C for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire 5 Part A
Partie A

Name of Business: Nom de l'entreprise:		GRINSHAW TRUCKING AND DISTRIBUTING LTD.		Industrial Sector: Secteur d'activité:		TRUCK TRANSPORT		Reporting Period: Période de rapport:		19 89			
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province/Territory (specify) Province/territoire (préciser)									
Occupational Groups Catégories professionnelles		Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted Salariés promus (les salariés promus au cours de l'année doivent être recensés seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres	1	1											
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Foremen/workmen Concarnièmes													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente	1	1											
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED MONTANT TOTAL DE SALARIÉS PROMUS		2	2										
TOTAL NUMBER OF PROMOTIONS MONTANT TOTAL D'AVANCEMENTS		2	2										

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructionsPERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*Form
Formulaire 5
Part B
Partie B

Name of Business: Nom de l'entreprise:		GRIMSHAW TRUCKING AND DISTRIBUTING LTD.		Industrial Sector: Branché d'activité:		TRUCK TRANSPORT		Reporting Period: Période de rapport:		1989			
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specific) Province / territoire (préciser)									
Occupational Groups Catégories professionnelles		Employees promoted (8 employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Foremen/women Contramaîtres													
Clerical workers Employés de bureau	2	1	1										
Sales work Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels qualifiés	1	1											
Other manual workers Autres travailleurs manuels	12	12		1									
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	15	14	1	1	1								
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	15	14	1	1	1								

Use separate Parts for permanent full-time and temporary employees.

Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires.

1989 10-10-90

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructionsPERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*Form
Formulaire 6
Part A
Partie A

Name of Business: Nom de l'entreprise:		Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province/Territory (specify) Province/territoire (préciser)		Reporting Period: Période de rapport: 19 89				
GRINSHAW TRUCKING AND DISTRIBUTING LTD.		INDUSTRIAL SECTOR: Branché d'activité:		TRUCK TRANSPORT								
Occupational Group Catégories professionnelles	All Employees Tous les employés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres	2	2					1	1				
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Non-manual workers Ouvriers non-manuels	1	1					1	1				
Clerical workers Employés de bureau	4		4									
Sales workers Employés du secteur de la vente	2	2										
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	5	5										
Semi-skilled manual workers Travailleurs manuels spécialisés	24	24		1	1		2	2				
Other manual workers Autres travailleurs manuels	2	2		1	1							
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	40	36	4	2	2		4	4				

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(Rev. 10/77 (9-44))

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 6
Partie B

NOTE: See instructions
NOTA: Voir instructions

**PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL***

Name of Business: Nom de l'entreprise:		CRIMSHAW TRUCKING AND DISTRIBUTING LTD.		Industrial Sector: Branché d'activité:		TRUCK TRANSPORT		Reporting Period: Période de rapport:		13 89		
Location: Endroit:		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (Specify) Province / territoire (préciser)								
Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total Col. 1	Men Hommes Col. 2	Women Femmes Col. 3	Total Number Nombre total Col. 4	Men Hommes Col. 5	Women Femmes Col. 6	Total Number Nombre total Col. 7	Men Hommes Col. 8	Women Femmes Col. 9	Total Number Nombre total Col. 10	Men Hommes Col. 11	Women Femmes Col. 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Live-in domestics Contratantes												
Clerical workers Employés de bureau	7		7									
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	1	1								1	1	
Semi-skilled manual workers Travailleurs manuels spécialisés	29	29		2	2							
Other manual workers Autres travailleurs manuels	27	27		1	1		1	1		1	1	
TOTAL MANAGERS OF EMPLOYEES TERMINATED MONTANT TOTAL DE CESSATION DE FONCTIONS	64	57	7	3	3		1	1		2	2	

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTE: Voir instructionsForm
Formulaire 2 Part A, Page 1
Partie A, Page 1OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

GRINSBAY TRUCKING AND DISTRIBUTING LTD.

Industrial Sector:
Branches d'activité:

TRUCK TRANSPORT

Reporting Period:
Période de rapport: 19 89

Location/Endroit

☐ National (Canada)
National (Canada)☒ Province / Territory (Specify)
Province / territoire (spécifier)

ALBERTA

☐ Designated CMA (Specify)
Région désignée (spécifier)Occupational Groups
Catégories professionnellesTop and bottom
of salary range
Maximum et
minimum de
rémunérationQuarter
QuartAll Employees
Tous les salariésTotal Number
Nombre totalMen
HommesWomen
FemmesTotal Number
Nombre totalMen
HommesWomen
FemmesTotal Number
Nombre totalMen
HommesWomen
FemmesTotal Number
Nombre totalMen
HommesWomen
FemmesUpper-level managers
Cadres supérieurs70,000
and OVER

1

1

1

1

1

1

1

1

1

1

1

1

1

Middle or other managers
Cadres intermédiaires et
autres cadres40,000
44,999

2

2

2

2

2

2

2

2

2

2

2

2

2

Professionals
Professionnels35,000
39,999

2

2

2

2

2

2

2

2

2

2

2

2

2

Semi-professionals and
technicians
Semi-professionnels et
techniciens27,500
29,999

1

1

1

1

1

1

1

1

1

1

1

1

1

Supervisors
Surveillants35,000
39,999

2

2

2

2

2

2

2

2

2

2

2

2

2

Foremen/women
Contramaîtres30,000
34,999

1

1

1

1

1

1

1

1

1

1

1

1

1

sur 301 (p.4)

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

..

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part A, Page 2
Partie A, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Minimum et Maximum de l'échelle de rémunération	Quarter Quartier	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	27,500	4	3		3									
	29,999	3	5		5				1		1	1		
	15,000	2	11	1	10									
	17,499	1	11		11	1		1	1		1	1		1
Sales workers Employés du secteur de la vente	30,000	4												
	34,999	3												
	30,000	2												
	34,999	1	4	4										
Service workers Employés du secteur des services		4												
		2												
		1												
		1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	35,000	4	4	4								1	1	
	39,999	3	3	3								1	1	
	25,000	2	1	1										
	27,499	1	5	5										
Semi-skilled manual workers Travailleurs manuels spécialisés	60,000	4	6	6										
	64,999	3	22	22					1					
	12,500	2	46	46					1					
	14,999	1	12	12					1					
Other manual workers Autres travailleurs manuels	45,000	4	2	2										
	49,999	3	4	4										
	20,000	2	8	8					1					
	22,499	1	3	3										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			181	151	30	6	5	1	9	6	3	3	2	1

... 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter.
1 représente les salariés du quart le moins élevé; 4 représente les salariés du quart le plus élevé

(see 1811-B-001/2)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form
Formulaire **2** Part B,
Partie B, Page 1

Name of Business: Nom de l'entreprise:		GRINSHAW TRUCKING AND DISTRIBUTING LTD.		Industrial Sector: Branché d'activité:		TRUCK TRANSPORT		Reporting Period: Période de rapport:		19 89				
Location-Endroit:		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (specify) Province/Territoire (préciser)		ALBERTA		<input type="checkbox"/> Designated CMA (specify) Région désignée (préciser)						
Occupational Groups Catégories professionnelles	Top and bottom of salary range minimum et maximum de rémunération	Quarter Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs		4												
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors Surveillants		4												
		3												
		2												
		1												
Foremen/workmen Contramaîtres		4												
		3												
		2												
		1												

* Use separate Part B for permanent full-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** refers to the lowest salary quarter; 4 refers to the highest salary quarter/
** représente les salariés du quart le moins élevé; 4 représente les salariés du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part B, Page 2
Partie B, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Group Catégorie professionnelle	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération Col 1	Quartile Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total Col 2	Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Clerical workers Employés de bureau	15,000	4	1	1	1									
	17,499	3	1		1									
	0	2	1		1									
Sales workers Employés du secteur de la vente	2,499	1	1		1									
		4												
		3												
Service workers Employés du secteur des services		2												
		1												
		4												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	7,500	4	1	1										
	9,999	3												
	7,500	2												
Semi-skilled manual workers Travailleurs manuels spécialisés	9,999	1												
	15,000	4	1	1		1						1	1	
	17,499	3	1	1										
Other manual workers Autres travailleurs manuels	7,500	2	1	1										
	9,999	1	1	1										
	17,500	4	3	3										
	19,999	3	4	4										
	2,500	2	1	1										
	4,999	1	6	6										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			24	19	5	1	1					1	1	

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter;
1 représente les salariés du quart le moins élevé; 4 représente les salariés du quart le plus élevé



Employment and Immigration Canada Emploi et Immigration Canada

Form
formulaire 3
Part A
Partie ANOTE: See instructions.
NOTA: Voir instructions.Name of Business:
Nom de l'entreprise:

CRIMSHAW TRUCKING AND DISTRIBUTING LTD.

TRUCK TRANSPORT

Industrial Sector:
Branché d'activité:

Location-Endroit

☐ National (Canada)
National (Canada)☒ Province/Territory (Specify)
Province/Territoire (Préciser)

ALBERTA

Reporting Period:
Période de rapport:

19 89

SALARY RANGES ECHELLES DE REMUNERATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de \$10,000												
\$10,000 - \$14,999	1	1										
\$15,000 - \$19,499	4	1	3				1		1			
\$17,500 - \$19,999	11		11	1		1						
\$20,000 - \$22,499	16	9	7	1	1		1		1	1		1
\$22,500 - \$24,999	13	8	5	1	1		1		1			
\$25,000 - \$27,499	13	11	2									
\$27,500 - \$29,999	15	13	2				2	2				
\$30,000 - \$34,999	33	33		2	2					1	1	
\$35,000 - \$39,999	44	44		1	1		1	1		1	1	
\$40,000 - \$49,999	23	23					3	3				
\$50,000 - \$69,999	7	7										
\$70,000 and over et plus	1	1										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	181	151	30	6	5	1	9	6	3	3	2	1

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1-800-363-6848

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructionsSALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*Form
Formulaire 3 Part B
Partie B

GRINSHAW TRUCKING AND DISTRIBUTING LTD.

TRUCK TRANSPORT

Industrial Sector:
Branche d'activité:

Location-Endroit

☐ National (Canada)
National (Canada)☒ Province/Territory (Specify)
Province/territoire (préciser) ALBERTAReporting Period:
Période de rapport: 19 89

SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de \$2,500	1		1									
\$2,500 - \$4,999	3	3										
\$5,000 - \$7,499	4	3	1									
\$7,500 - \$9,999	5	2	3									
\$10,000 - \$12,499	4	4								1	1	
\$12,500 - \$14,999	2	2										
\$15,000 - \$17,499	4	4		1	1							
\$17,500 - \$19,999	1	1										
\$20,000 - \$24,999												
\$25,000 - \$29,999												
\$30,000 - \$39,999												
\$40,000 - \$49,999												
\$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	24	19	5	1	1					1	1	

(sur 1015-10-10)

- Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada



Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN*

Form
Formulaire 4 Part A
Partie A

NOTE: See instructions
NOTA: Voir instructions

Name of Business: Nom de l'entreprise:		CRINSHAW TRUCKING AND DISTRIBUTING LTD.		Industrial Sector: Branché d'activité:		TRUCK TRANSPORT	
Location/Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (Specify) Province/territoire (préciser)		ALBERTA	
Reporting Period: Période de rapport:		19 89		Total Number Nombre total		Col 10	
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées	
		Total Number Nombre total		Total Number Nombre total		Total Number Nombre total	
		Men Hommes		Men Hommes		Men Hommes	
		Women Femmes		Women Femmes		Women Femmes	
		Col 1		Col 3		Col 4	
		Col 2		Col 5		Col 6	
Upper-level managers Cadres supérieurs		1					
Middle or other managers Cadres intermédiaires et autres cadres							
Professionals Professionnels							
Semi-professionals and technicians Semi-professionnels et techniciens							
Supervisors Surveillants							
Foremen/women Contremaîtres		2		1			
Clerical workers Employés de bureau		5				1	
Sales workers Employés du secteur de la vente		2					
Service workers Employés du secteur des services							
Skilled crafts and trades workers Travailleurs qualifiés et artisans		5					
Semi-skilled manual workers Travailleurs manuels spécialisés		16		2			
Other manual workers Autres travailleurs manuels		4					
TOTAL NUMBER OF EMPLOYEES HIRED MONTRE TOTAL DE RECRUTEMENTS		35		3		1	

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1000 3010 (0-00)

Canada



NOTE: See instructions

Form
Formulaire

Part B
Partie B

Name of Business:
Nom de l'entreprise:

CRIMSHAW TRUCKING AND DISTRIBUTING LTD.

**PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL***

Industrial Sector:

CRIMSHAW TRUCKING AND DISTRIBUTING LTD.

TRUCK TRANSPORT

Location-Endroit

Province / Territory (specify)
Province / territoire (préciser)

ALBERTA

Reporting Period:
Période de rapport:

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Unskilled workers Ouvriers non qualifiés												
General workers Ouvriers du bureau	9		9									
Sales workers Ouvriers du secteur de la vente												
Service workers Ouvriers du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	2	2								1	1	
Semi-skilled manual workers Travailleurs manuels spécialisés	26	26		1	1					1	1	
Other manual workers Autres ouvriers manuels	29	29		1	1					1	1	
TOTAL NUMBER OF EMPLOYEES Hired MONTRE TOTAL DE RECRUTEMENTS	66	57	9	2	2					3	3	

- Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les employés temporaires

7000

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire 5
Part A
Partie A

Name of business: Nom de l'entreprise:		CRINSHAW TRUCKING AND DISTRIBUTING LTD.		Industrial Sector: Branché d'activité:		TRUCK TRANSPORT		Reporting Period: Période de rapport:		19 89			
Location-Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specific) Province / Territoire (préciser)		ALBERTA							
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational group to which or within which they have been last promoted) Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres		1	1										
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Foremen/women Contremaîtres													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente		1	1										
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS		2	2										
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		2	2										

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1989 2004 (12-04)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 5
Part B
Partie BPERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*NOTE: See instructions
NOTA: Voir instructions

Name of Business: Nom de l'entreprise:		Industrial Sector: Branché d'activité:		Reporting Period: Période de rapport:									
GRINSHAW TRUCKING AND DISTRIBUTING LTD.		ALBERTA		1989									
Location-Endroit		Province/Territory (specify) Province/territoire (préciser)		TRUCK TRANSPORT									
<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Provincial/Territorial Province/territoire											
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (Les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Foremen/women Contremaîtres													
Clerical workers Employés de bureau		2	1	1									
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés		1	1										
Other manual workers Autres travailleurs manuels		10	10										
TOTAL NUMBER OF EMPLOYEES PROMOTED MONTANT TOTAL DE SALARIÉS PROMUS		13	12	1									
TOTAL NUMBER OF PROMOTIONS MONTANT TOTAL D'AVANCEMENTS		13	12	1									

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Form 1001 (12-84)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 6
Part A
Partie A

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Name of Business: GRIMSBAY TRUCKING AND DISTRIBUTING LTD. Industrial Sector: TRUCK TRANSPORT
Nom de l'entreprise: GRIMSBAY TRUCKING AND DISTRIBUTING LTD. Branche d'activité: TRUCK TRANSPORT

Location-Endroit	<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser) ALBERTA		Reporting Period: Période de rapport: 15 82							
	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
Occupational Groups Catégories professionnelles	Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres	2	2					1	1				
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Lower management Contremaîtres	1	1					1	1				
Clerical workers Employés de bureau	3		3									
Sales workers Employés du secteur de la vente	2	2										
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	5	5										
Semi-skilled manual workers Travailleurs manuels spécialisés	19	19		1	1		2	2				
Other manual workers Autres travailleurs manuels	2	2		1	1							
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	34	31	3	2	2		4	4				

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Form 3012 (9-84)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form
Formulaire 6
Part B
Partie B

Name of Business:
Nom de l'entreprise:

GRIMSHAW TRUCKING AND DISTRIBUTING LTD.

Industrial Sector:
Branche d'activité:

TRUCK TRANSPORT

Location-Endroit	<input type="checkbox"/> National (Canada) National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)	ALBERTA		Reporting Period: Période de rapport: 13 89							
			Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Intermediate occupations Intermédiaires												
clerical workers Employés de bureau	7		7									
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled trades and trades workers Travailleurs qualifiés et artisans	1	1								1	1	
Semi-skilled manual workers Travailleurs manuels spécialisés	21	21										
Other manual workers Autres travailleurs manuels	27	27		1	1		1	1		1	1	
Grand total of full-time employees Somme totale des employés à temps plein	56	49	7	1	1		1	1		2	2	

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1000 June 19-93

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALAIRES PERMANENTS A TEMPS PLEIN*

Form
Formulaire 2 Part A, Page 1
Partie A, Page 1

Name of Business: Nom de l'entreprise: GRINSBAW TRUCKING AND DISTRIBUTING LTD.		Industrial Sector: Branché d'activité: TRUCK TRANSPORT		Reporting Period: Période de rapport: 19 89									
Location-Endroit		Province / Territory (specify) Province / territoire (préciser)		EDMONTON									
<input type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		<input checked="" type="checkbox"/> Designated CMA (specify) Région désignée (préciser)									
Occupational Groups Catégories professionnelles	Top and bottom of salary range Extrêmes de la fourchette de rémunération	Quart Quart	All Employees Tout les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles				
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes		
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs	65,000 69,999 55,000 59,999	4 3 2 1	1 1 1 1	1 1 1 1									
Middle or other managers Cadres intermédiaires et autres cadres	40,000 44,999 35,000 39,999	4 3 2 1	3 3 4 4	1 1 1 1				1	1				
Professionals Professionnels	35,000 39,999 35,000 39,999	4 3 2 1	1 1 2 1										
Semi-professionals and technicians Semi-professionnels et techniciens		4 3 2 1											
Supervisors Surveillants	27,500 29,999 27,500 29,999	4 3 2 1	1 1 1 1	1 1 1 1									
Foremen/workmen Contremaîtres	35,000 39,999 30,000 34,999	4 3 2 1	1 1 2 2	1 1 2 2	1	1							

1407 3011 (8-84)

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part A, Page 2
Partie A, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom Quartier Maximum et Minimum de l'échelle de rémunération	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	27,500	4	3	3									
	29,999	3	5	5				1		1	1		
	15,000	2	9	9				1					
	17,499	1	3	3									
Sales workers Employés du secteur de la vente	30,000	4											
	34,999	3											
	30,000	2											
	34,999	1	1										
Service workers Employés du secteur des services		4											
		3											
		2											
		1											
Skilled crafts and trades workers Travailleurs qualifiés et artisans	35,000	4	4								1	1	
	39,999	3	3								1	1	
	25,000	2	1	1									
	27,499	1	5										
Semi-skilled manual workers Travailleurs manuels spécialisés	60,000	4	3										
	64,999	3	6										
	22,500	2	25		1	1		1	1				
	24,999	1	9										
Other manual workers Autres travailleurs manuels	45,000	4	2										
	49,999	3	4										
	20,000	2	8					1	1				
	22,499	1	7		1	1							
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS		115	94	21	4	4		6	4	2	3	2	1

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Form M11 (Rev. 2)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PARTIEL*

Form
Formulaire 2 Part 1, Page 1
Partie 1, Page 1

Name of business: Nom de l'entreprise:		GRINSEAU TRUCKING AND DISTRIBUTING LTD.		Industrial Sector: Branché d'activité:		TRUCK TRANSPORT		Reporting Period: Période de rapport:		19 89				
Location-Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (Specify) Province / territoire (préciser)		<input checked="" type="checkbox"/> Designated CMA (Specify) RME désignée (préciser)		EDMONTON						
Occupational Groups Catégories professionnelles	Top and bottom of salary range Minimum et maximum de rémunération	Quarter Quart	All Employees Tout les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs	4													
	3													
	2													
	1													
Middle or other managers Cadres intermédiaires et autres cadres	4													
	3													
	2													
	1													
Professionals Professionnels	4													
	3													
	2													
	1													
Semi-professionals and technicians Semi-professionnels et techniciens	4													
	3													
	2													
	1													
Supervisors Surveillants	4													
	3													
	2													
	1													
Employees Contréemployés	4													
	3													
	2													
	1													

1100 (000-10-001) 1

* Use separate Parts for permanent full-time and temporary employees
* Utiliser les annexes parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter!
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire

2 Part B
Partie B

Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération		Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Col 1	Col 2		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Clerical workers Employés de bureau	15,000	1	4	1	1										
	17,499	1	3	1		1									
	5,000	2	2	2		2									
Sales workers Employés du secteur de la vente	7,499	1	1	2											
			4												
			3												
Service workers Employés du secteur des services			2												
			4												
			3												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	7,500	1	4	1	1										
	9,999	2	2												
		1	1												
Semi-skilled manual workers Travailleurs manuels spécialisés	9,999	4	4												
		3	3												
		2	2												
Other manual workers Autres travailleurs manuels	15,000	1	4	2	2										
	17,499	4	3	3	3										
	2,500	2	2	2	2										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	4,999	1	1	5	5										
		17	14	3											

1400 (000) (000) 7

... 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter;
1 représente les salariés du quart le moins élevé; 4 représente les salariés du quart le plus élevé

Canada

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EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**GULF CANADA
RESOURCES LIMITED
RESSOURCES GULF
CANADA LIMITÉE**

8106

Canada

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GULF CANADA RESOURCES LIMITED

P.O. BOX 130, CALGARY, ALBERTA T2P 2H7 · TELEPHONE (403) 233-4000

EXECUTIVE SUMMARY

Employment Equity Report

January 1 to December 31, 1989

The stated purpose of employment equity is to achieve equality in the work place so that no individual is denied access to selection, placement and subsequent advancement for any reason unrelated to ability. Gulf Canada Resources Limited (GCR) operates on this same philosophy as stated in our Corporate Values and Ethics and our Corporate Policies. As required by the Employment Equity Act, and as part of our own overall employment equity strategy, we are submitting our third annual report outlining employment statistics for company operations on federally regulated lands. The National Report encompasses all GCR employees under the provisions of the Act. The Territorial Report deals solely with those individuals whose work location is in the Northwest Territories, both on and off-shore.

1989 marked the close of the third reporting cycle under the Employment Equity Act. As in the past, all positions were evaluated using the Standard Occupational Classifications, 1980 for assignment of four-digit SOC codes and subsequent categorization into the twelve Occupational Groups.

Due to the seasonal nature of GCR's Northern Operations, employees do not work a standard work schedule. Both regular full-time and temporary GCR employees are compensated according to their rotational schedule. Salaries submitted here reflect these variations. Arctic allowances are paid for northern postings and are included as a component of salary calculations.

GCR's business strategy focuses on three major areas: Western Canada, Frontier Exploration and International Development. Changes in our emphasis on Frontier Exploration have resulted in the permanent hiring of many of the temporary employees outlined in the 1988 Territorial report, as well as the increased activity of our Alberta employees related to our Northern Operations. This movement again contributes to the increased difficulty of direct comparison of report statistics.

.../2



A large percentage of northern employment with GCR is secured through independent contractors and accordingly, is not reflected in Gulf's report. However, these contractors select and place a significant number of both women and native Northerners to work on GCR assignments. Nonetheless, GCR plays an active role in monitoring employment equity of native Northerners in conjunction with our contractors (selection and placement, and apprenticeship programs). These initiatives seek to remove barriers to the equitable treatment of all employees.

GCR's commitment to employment equity has resulted in the preparation of an Employment Equity Plan which focuses on our Northern Operations Division. This Plan outlines the goals and time frames towards which we will manage in the coming years. We believe that employment equity will help us better manage our human resources and provide us with the tools necessary to meet the challenges of our current business strategies.



NOTE: See instructions
NOTA: Voir instructionsOCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PLEIN*

Name of Business: Nom de l'entreprise: GULF CANADA RESOURCES LIMITED		Industrial Sector: Branché d'activité: CRUDE PETROLEUM & NATURAL GAS INDUSTRIES		Reporting Period: Période de rapport: 1989																					
Location: Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)																					
Occupational Groups Catégories professionnelles		All Employees Tout les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles																	
Top and bottom Maximum et minimum de rémunération		Total Number Nombre total		Men Hommes		Women Femmes		Total Number Nombre total		Men Hommes		Women Femmes													
Col 1		Col 2		Col 3		Col 4		Col 5		Col 6		Col 7		Col 8		Col 9		Col 10		Col 11		Col 12		Col 13	
Upper: level managers Cadres supérieurs		4		1		1		1		1		1		1		1		1		1		1		1	
70,000 and over		3		1		1		1		1		1		1		1		1		1		1		1	
70,000 and over		4		8		8		8		8		8		8		8		8		8		8		8	
45,000- 49,999		3		11		11		11		11		11		11		11		11		11		11		11	
70,000 and over		2		11		11		11		11		11		11		11		11		11		11		11	
45,000- 49,999		1		5		4		1		1		1		1		1		1		1		1		1	
70,000 and over		4		6		6		6		6		6		6		6		6		6		6		6	
30,000- 34,999		3		15		14		1		1		1		1		1		1		1		1		1	
70,000 and over		2		15		15		4		4		4		4		4		4		4		4		4	
34,999		1		11		7		1		1		1		1		1		1		1		1		1	
50,000- 54,999		4		1		1		1		1		1		1		1		1		1		1		1	
70,000 and over		3		1		1		1		1		1		1		1		1		1		1		1	
25,000- 29,999		2		1		1		1		1		1		1		1		1		1		1		1	
70,000 and over		1		1		1		1		1		1		1		1		1		1		1		1	
44,999		4		1		1		1		1		1		1		1		1		1		1		1	
Supervisors Surveillants		3		1		1		1		1		1		1		1		1		1		1		1	
45,000- 49,999		2		1		1		1		1		1		1		1		1		1		1		1	
70,000 and over		4		2		2		2		2		2		2		2		2		2		2		2	
40,000 and over		3		2		2		2		2		2		2		2		2		2		2		2	
44,999		2		4		4		4		4		4		4		4		4		4		4		4	

EMP 387 (3-86)7-1

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

**

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	55,000–	4	1	1										
	59,999	3	2	2										
	22,500–	2	9	3	6									
	24,999	1	10		10									
Sales workers Employés du secteur de la vente		3												
		2												
		1												
		1												
Service workers Employés du secteur des services	55,000–	4	2	2										
	59,999	3	2	2										
	22,500–	2	5	5										
	24,999	1	4	4		1	1							
Skilled crafts and trades workers Travailleurs qualifiés et artisans	70,000 and over	4	7	7		1	1							
		3	18	18										
	30,000–	2	26	26					1	1		1	1	
	34,999	1	18	18								1	1	
Semi-skilled manual workers Travailleurs manuels spécialisés	65,000–	4	1	1										
	69,999	3	3	3										
	20,000–	2	33	33		3	3					4	4	
	22,499	1	11	11					1	1		1	1	
Other manual workers Autres travailleurs manuels	55,000	4	3	3										
	59,999	3												
	20,000–	2												
	22,499	1	5	5								1	1	
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			268	246	22	6	6		3	3		18	17	1

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter!
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

(EMP 38/1 (9-86) 7-2)

NOTE: See instructions.
NOTA: Voir instructions.**SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES***
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PLEIN*

Name of Business: Nom de l'entreprise:		GULF CANADA RESOURCES LIMITED		Industrial Sector: Branche d'activité:		CRUDE PETROLEUM & NATURAL GAS INDUSTRIES						
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (Specify) Province / territoire (préciser)		Reporting Period: Période de rapport: 1989						
SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de \$10,000												
\$10,000 - \$14,999												
\$15,000 - \$17,499												
\$17,500 - \$19,999												
\$20,000 - \$22,499	2	2										
\$22,500 - \$24,999	5	3	2	1	1							
\$25,000 - \$27,499	10	7	3							1	1	
\$27,500 - \$29,999	10	6	4									
\$30,000 - \$34,999	21	17	4							2	2	
\$35,000 - \$39,999	31	26	5	3	3					3	3	
\$40,000 - \$49,999	44	41	3	1	1					3	2	1
\$50,000 - \$69,999	69	69						2	2	4	4	
\$70,000 and over et plus	76	75	1	1	1			1	1	5	5	
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	268	246	22	6	6	3	3	3	3	18	17	1

* Use separate Parts for permanent part-time and temporary employees.
Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires.

EMP 3848 (9-86)



Employment and Immigration Canada Emploi et Immigration Canada

N/A

NOTE: See instructions
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN***

Form
Formulaire **4** Part A
Partie A

Name of Business: Nom de l'entreprise:		National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Industrial Sector: Branché d'activité:		CRUDE PETROLEUM & NATURAL GAS INDUSTRIES				Reporting Period: Période de rapport:		19_89	
Location-Endroit		<input checked="" type="checkbox"/>													
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles							
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes		
Upper-level managers Cadres supérieurs		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12		
Middle or other managers Cadres intermédiaires et autres cadres		11	11												
Professionals Professionnels		32	29	3				1	1		6	5	1		
Semi-professionals and technicians Semi-professionnels et techniciens		1	1												
Supervisors Surveillants															
Foremen/Women Contremaîtres		8	8												
Clerical workers Employés de bureau		12	4	8											
Sales workers Employés du secteur de la vente															
Service workers Employés du secteur des services		8	8		1	1									
Skilled crafts and trades workers Travailleurs qualifiés et artisans		19	19		1	1					1	1			
Semi-skilled manual workers Travailleurs manuels spécialisés		29	29		2	2					3	3			
Other manual workers Autres travailleurs manuels		5	5								1	1			
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS		125	114	11	4	4		1	1		11	10	1		

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(IMP. 3870 (09-84))

Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN*NOTE: See instructions
NOTA: Voir instructions

Name of Business: Nom de l'entreprise:		GULF CANADA RESOURCES LIMITED		Industrial Sector: Branche d'activité:		CRUDE PETROLEUM & NATURAL GAS INDUSTRIES		Reporting Period: Période de rapport:		1989			
Location-Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / Territoire (préciser)									
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaire promu (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres		1	1										
Professionals Professionnels		2	2										
Semi-professionals and technicians Semi-professionnels et techniciens		1	1										
Supervisors Surveillants													
Foremen/women Contremaîtres													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans		1	1										
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS		5	5										
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		5	5										

* Use separate Parts for permanent part time and temporary employees
* Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires

EMP 3869 (9-84)



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

**PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN***

Form
Formulaire **6** Part A
Partie A

Name of Business: Nom de l'entreprise:		GULF CANADA RESOURCES LIMITED		Industrial Sector: Branche d'activité: CRUDE PETROLEUM & NATURAL GAS INDUSTRIES								
Location/Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser) _____								
		<input type="checkbox"/>		Reporting Period: Période de rapport: 19 89								
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Upper-level managers Cadres supérieurs	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres	4	3	1									
Professionals Professionnels	1	1										
Semi-professionals and technicians Semi-professionnels et techniciens	1	1										
Supervisors Surveillants	1	1										
Firemen/women Contremaîtres	2	2										
Clerical workers Employés de bureau	2		2									
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services	2	2										
Skilled crafts and trades workers Travailleurs qualifiés et artisans	8	8		1	1					1	1	
Semi-skilled manual workers Travailleurs manuels spécialisés	5	5										
Other manual workers Autres travailleurs manuels	1	1										
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	27	24	3	1	1					1	1	

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 3472 (8-84)





Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part A, Page 1
Partie A

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise

GULF CANADA RESOURCES LIMITED

Industrial Sector:
Branche d'activité:

CRUDE PETROLEUM & NATURAL GAS INDUSTRIES

Reporting Period:
Période de rapport:

1989

Location-Endroit

☐ National (Canada)
National (Canada)

☒ Province / Territory (specify)
Province / territoire (préciser)

ALBERTA

☒ Designated CMA (specify)
NMR désignée (préciser)

CALGARY

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de rémunération Échelle de	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs	Col 1	4												
		3												
	70,000 and over	2												
Middle or other managers Cadres intermédiaires et autres cadres	70,000 and over	4	1	1										
		6	6											
	70,000 and over	3	8	8								1		
	45,000-49,999	2	4	4										
Professionals Professionnels	45,000-49,999	1	3	2	1									
	70,000 and over	4	6	6										
		3	15	14										
	30,000-34,999	2	15	15					1			2	2	
		1	11	7								1		1
Semi-professionals and technicians Semi-professionnels et techniciens	34,999	4	1	1										
	50,000-54,999	3												
	54,999	3												
	25,000-27,499	2	1	1										
Supervisors Surveillants	27,499	1	1	1										
		4												
		3												
Foremen/women Contramaîtres		2												
		1												
	70,000 and over	4	2	2										
		3	3	3										
	40,000-44,999	2	2	2										
		1	2	2										
		1	2	2										

LMP 18/7 (9-84) P. 3

• Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

• • 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 2 Part A, Page 2

Occupational Groups Catégories professionnelles	Top and bottom Maximum et minimum de l'échelle de remunération Col 1	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total Col 2	Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Clerical workers Employés de bureau	55,000–	4	1	1										
	59,999	3	1	1										
	22,999–	2	3	6										
	24,999	1	10	10										
Sales workers Employés du secteur de la vente		4												
		3												
		2												
		1												
Service workers Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades Travailleurs qualifiés et artisans	50,000–	4	3	3							1	1		
	54,999	3	2	2										
	30,000–	2												
	34,999	1	1	1										
Semi-skilled manual workers Travailleurs manuels spécialisés		4												
		3												
		2												
		1												
Other manual workers Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			108	86	22				1	1		9	8	1

EMP 5411 (6-04) P 2

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 3
Part A
Partie ANOTE: See instructions
NOTA: Voir instructionsSALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS À TEMPS PLEIN*

Name of Business: Nom de l'entreprise:		GULF CANADA RESOURCES LIMITED		Industrial Sector: Branche d'activité:		CRUDE PETROLEUM & NATURAL GAS INDUSTRIES						
Location: Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		ALBERTA						
Reporting Period: Période de rapport:		19 89										
SALARY RANGES ÉCHELLES DE REMUNÉRATION	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Under Moins de	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
\$10,000 - \$14,999												
\$15,000 - \$17,499												
\$17,500 - \$19,999												
\$20,000 - \$22,499												
\$22,500 - \$24,999	2		2									
\$25,000 - \$27,499	4	1	3									
\$27,500 - \$29,999	4		4									
\$30,000 - \$34,999	5	1	4									
\$35,000 - \$39,999	11	6	5									
\$40,000 - \$49,999	12	9	3							1		1
\$50,000 - \$69,999	31	31								4	4	
\$70,000 and over et plus	39	38	1				1	1		4	4	
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	108	86	22				1	1		9	8	1

* Use separate Parts for permanent part time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 3044 (9-84)

Canada



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form
Formulaire 4 Part A
Partie A

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Name of Business: Nom de l'entreprise:		Industrial Sector: Branche d'activité:		Reporting Period: Période de rapport:	
GULF CANADA RESOURCES LIMITED		CRUDE PETROLEUM & NATURAL GAS INDUSTRIES		19 89	
Location-Endroit		Province / Territory (specify) Province / territoire (préciser)		ALBERTA	
<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> All Employees Tous les salariés			
Occupational Groups Catégories professionnelles		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées	
		Total Number Nombre total		Total Number Nombre total	
		Men Hommes		Men Hommes	
		Women Femmes		Women Femmes	
		Col 1		Col 2	
		Col 3		Col 4	
		Col 5		Col 6	
		Col 7		Col 8	
		Col 9		Col 10	
		Col 11		Col 12	
Upper-level managers Cadres supérieurs		11			
Middle or other managers Cadres intermédiaires et autres cadres		32		1	
Professionals Professionnels		29		5	
Semi-professionals and technicians Semi-professionnels et techniciens		1			
Supervisors Surveillants					
Foremen/women Contremaîtres		6			
Clerical workers Employés de bureau		12			
Sales workers Employés du secteur de la vente					
Service workers Employés du secteur des services					
Skilled crafts and trades workers Travailleurs qualifiés et artisans					
Semi-skilled manual workers Travailleurs manuels spécialisés					
Other manual workers Autres travailleurs manuels					
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS		62		51	
		11		1	
		6		5	
		1		1	

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(use 3670 (9-84))



NOTE: See instructions
NOTA: Voir instructionsPERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Name of Bureau: Nom de l'entreprise:		GULF CANADA RESOURCES LIMITED		Industrial Sector: Branché d'activité:		CRUDE PETROLEUM & NATURAL GAS INDUSTRIES							
Location-Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		ALBERTA							
Reporting Period: Période de rapport:		19 89											
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres		1	1										
Professionals Professionnels		2	2										
Semi-professionals and technicians Semi-professionnels et techniciens		1	1										
Supervisors Surveillants													
Foremen/women Contremaîtres													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans													
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS		4	4										
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		4	4										

* Use separate Parts for permanent part-time and temporary employees.
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

E 1007 (300) (9-84)



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire 6
Partie A
Partie A

Name of Business:
Nom de l'entreprise:

GULF CANADA RESOURCES LIMITED

Industrial Sector:
Branche d'activité:

CRUDE PETROLEUM & NATURAL GAS INDUSTRIES

Location: Endroit

☐ National (Canada)
National (Canada)

☒ Province / Territory (specify)
Province / territoire (préciser)

ALBERTA

Reporting Period:
Période de rapport:

19 89

Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles	
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8
Upper-level managers Cadres supérieurs								
Middle or other managers Cadres intermédiaires et autres cadres	1		1					
Professionals Professionnels	1	1						
Semi-professionals and technicians Semi-professionnels et techniciens								
Supervisors Surveillants								
Estimatesmen Contremaitres	1	1						
Clerical workers Employés de bureau	2		2					
Sales workers Employés du secteur de la vente								
Service workers Employés du secteur des services								
Skilled crafts and trades workers Travailleurs qualifiés et artisans								
Semi-skilled manual workers Travailleurs manuels spécialisés								
Other manual workers Autres travailleurs manuels								
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	5	2	3					

EMP 3817 (8-94)

- Use separate Parts for permanent part-time and temporary employees
• Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada



Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES* **CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN****

Form
Formulaire **2** Part A, Page 1NOTE: See instructions.
NOTA: Voir instructions.

Name of Business: **GULF CANADA RESOURCES LIMITED** Industrial Sector: **CRUDE PETROLEUM & NATURAL GAS INDUSTRIES** Reporting Period: **19 89**
 Nom de l'entreprise: Branche d'activité: Période de rapport:

Location/Endroit	<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		NORTHWEST TERRITORIES						<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)		Members of Visible Minorities Membres des minorités visibles							
	Occupational Groups Catégories professionnelles	Top and bottom of salary range Minimum et maximum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés		Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Total Number Nombre total			Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	
				Total Number Nombre total	Col 2	Col 3	Col 4	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Col 8						Col 9
Upper-level managers Cadres supérieurs		Col 1	4																	
			3																	
			2																	
			1																	
Middle or other managers Cadres intermédiaires et autres cadres	70,000 and over		4	3	3															
			3	5	5															
	50,000–54,999		2	4	4															
			1	2	2															
			4																	
Professionals Professionnels			3																	
			2																	
			1																	
Semi-professionals and technicians Semi-professionnels et techniciens			4																	
			3																	
			2																	
			1																	
Supervisors Surveillants	45,000–49,999		2	1	1															
			1																	
			4	2	2															
			3	5	5															
			2	3	3															
			1	2	2															
Foremen/women Contramaîtres	70,000 and over		4																	
			3																	
			2																	
			1																	

* Use separate Parts for permanent part-time and temporary employees
 ** Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
 1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part A, Page 2
Partie A,

NOTE: See instructions
NOTA: Voir instructions

NOTA: Voir instructions Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	Quart Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	
Clerical workers Employés de bureau		4												
	45,000–49,999	2	1	1										
Sales workers Employés du secteur de la vente		4												
		2												
Service workers Employés du secteur des services	55,000–59,999	4	2	2										
	22,500–24,999	2	5	5										
Skilled crafts and trades workers Travailleurs qualifiés et artisans	70,000 and over	4	7	7										
	30,000–34,999	2	18	18										
Semi-skilled manual workers Travailleurs manuels spécialisés	65,000–69,999	4	1	1										
	20,000–22,499	2	33	33										
Other manual workers Autres travailleurs manuels	55,000–59,999	4	3	3										
	20,000–22,499	2	5	5										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			160	160		6	6		2		9	9		

EMP 1827 (9-04) 7-2

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

NOTE: See instructions
NOTA: Voir instructionsSALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PLEIN*

Name of Business:

GULF CANADA RESOURCES LIMITED

Industrial Sector:

CRUDE PETROLEUM & NATURAL GAS INDUSTRIES

Nom de l'entreprise:

☐ National (Canada)
National (Canada)☒ Province / Territory (specify)
Province / Territoire (préciser) NORTHWEST TERRITORIESReporting Period:
Période de rapport: 19 89Industrial Sector:
Branche d'activité:

Location Endroit	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
SALARY RANGES CHÉLLES DE REMUNÉRATION												
Under Moins de \$10,000												
\$10,000 - \$14,999												
\$15,000 - \$17,499												
\$17,500 - \$19,999												
\$20,000 - \$22,499	2	2										
\$22,500 - \$24,999	3	3		1	1					1	1	
\$25,000 - \$27,499	6	6										
\$27,500 - \$29,999	6	6										
\$30,000 - \$34,999	16	16								2	2	
\$35,000 - \$39,999	20	20		3	3					3	3	
\$40,000 - \$49,999	32	32		1	1					2	2	
\$50,000 - \$69,999	38	38					2	2				
\$70,000 and over et plus	37	37		1	1					1	1	
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES	160	160		6	6		2	2		9	9	

Use separate Parts for permanent part-time and temporary employees.

* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 1044 (8-84)



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 4
Part A
Partie A

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions
NOTA: Voir instructions

Name of Business: **GULF CANADA RESOURCES LIMITED**
Nom de l'entreprise: **GULF CANADA RESOURCES LIMITED**

Industrial Sector:
Branché d'activité: **CRUDE PETROLEUM & NATURAL GAS INDUSTRIES**

Location-Endroit	<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Province / Territoire (préciser) NORTHWEST TERRITORIES		Reporting Period: Période de rap. sort: 1989	
	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées	
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6
Upper-level managers Cadres supérieurs	2	2				
Middle or other managers Cadres intermédiaires et autres cadres						
Professionals Professionnels						
Semi-professionals and technicians Semi-professionnels et techniciens						
Supervisors Surveillants						
Foremen/women Contremaîtres						
clerical workers Employés de bureau						
Sales workers Employés du secteur de la vente						
Service workers Employés du secteur des services						
Skilled crafts and trades workers Travailleurs qualifiés et artisans						
Semi-skilled manual workers Travailleurs manuels spécialisés						
Other manual workers Autres travailleurs manuels						
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	63	63		4	4	

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

(Use separate Parts for permanent part-time and temporary employees)





Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 5
Part A
Partie A

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALAIRES PERMANENTS À TEMPS PLEIN*

Name of Business Nom de l'entreprise		GULF CANADA RESOURCES LIMITED		Industrial Sector: Branché d'activité: CRUDE, PETROLEUM & NATURAL GAS INDUSTRIES		Reporting Period: Période de rapport: 19 89							
Location/Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (Specify) Province/Territoire (préciser) NORTHWEST TERRITORIES									
Occupational Groups Catégories professionnelles		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaire promu (Les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
		All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermédiaires et autres cadres													
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors Surveillants													
Foremen/women Contremaîtres													
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifiés et artisans		1	1										
Semi-skilled manual workers Travailleurs manuels spécialisés													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS		1	1										
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS		1	1										

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1-800-385-19-89

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Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire **6** Part A
Partie A

NOTE: See instructions.
NOTA: Voir instructions.

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALAIRES PERMANENTS À TEMPS PLEIN*

Name of Business Nom de l'entreprise		GULF CANADA RESOURCES LIMITED		Industrial Sector: Branche d'activité:		CRUDE PETROLEUM & NATURAL GAS INDUSTRIES							
Location: Endroit		<input type="checkbox"/> National (Canada) National (Canada)		<input checked="" type="checkbox"/> Province/Territory (Specify) Province/Territoire (préciser)		NORTHWEST TERRITORIES							
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
Upper-level managers Cadres supérieurs		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Middle or other managers Cadres intermédiaires et autres cadres		3	3										
Professionals Professionnels													
Semi-professionals and technicians Semi-professionnels et techniciens		1	1										
Supervision Surveillants		1	1										
Truemen/women Contratiers		1	1										
Clerical workers Employés de bureau													
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services		2	2										
Skilled crafts and trades workers Travailleurs qualifiés et artisans		8	8		1	1					1	1	
Semi-skilled manual workers Travailleurs manuels spécialisés		5	5										
Other manual workers Autres travailleurs manuels		1	1										
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS		22	22		1	1					1	1	

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 2872 (9-84)

Canada

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EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



H & R TRANSPORT

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Ottawa (Canada) K1A 0S9

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

FORM 1

NAME OF EMPLOYER		FULL LEGAL NAME		COMMON BUSINESS NAME	
H & R TRANSPORT LTD.					
ADDRESS OF PRINCIPAL PLACE OF BUSINESS		MAILING ADDRESS			
ADDRESS		3601 - 2ND AVENUE NORTH		3601 - 2ND AVENUE NORTH	
LETHBRIDGE, ALBERTA		LETHBRIDGE, ALBERTA T1M 5A7			
OFFICERS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	
MR. AL FODER		MR. STEPHEN EVANS			
POSITION TITLE		POSITION TITLE		AREA CODE TELEPHONE NUMBER	
PRESIDENT		DIRECTOR		403 326-2935	
INDUSTRIAL SECTOR 1		NO. OF EMPLOYEES		DESIGNATED CMAS PROVINCES/TERRITORIES	
TRUCK TRANSPORT INDUSTRIES		183		CALGARY 0 ONE 0	
INDUSTRIAL SECTOR 2		NO. OF EMPLOYEES		GEOGRAPHICAL	
		0		EDMONTON 0 ONE 0	
INDUSTRIAL SECTOR 3		NO. OF EMPLOYEES		AREAS	
		0		HALIFAX 0 N.B. 0	
INDUSTRIAL SECTOR 4		NO. OF EMPLOYEES		NUMBER OF EMPLOYEES	
		0		MONTREAL 0 QUE. 0	
INDUSTRIAL SECTOR 5		NO. OF EMPLOYEES		LOCATED IN EACH AREA	
		0		REGINA 0 P.E.I. 0	
INDUSTRIAL SECTOR 6		NO. OF EMPLOYEES		TORONTO 0 ONT. 0	
		0		ALTA. 0 155	
INDUSTRIAL SECTOR 7		NO. OF EMPLOYEES		VANCOUVER 0 B.C. 0	
		0		YK 0	
INDUSTRIAL SECTOR 8		NO. OF EMPLOYEES		WINNIPEG 0 M.A.T. 0	
		0			
EMPLOYMENT STATUS		NUMBER OF PERMANENT FULL-TIME EMPLOYEES		NUMBER OF PERMANENT PART-TIME EMPLOYEES	
		144		25	
EMPLOYMENT CATEGORIES		NUMBER OF TEMPORARY EMPLOYEES		TOTAL EMPLOYEES IN CANADA	
		0		169	
I, (Name) <u>R. PELLETIER</u> , HEREBY CERTIFY ON BEHALF OF					
(Name of Employer) <u>H & R TRANSPORT LTD.</u> , THAT THE					
INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN					
EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.					
CORPORATE					
SEAL					
DATE <u>July 16/90</u>		SIGNATURE <u>R. J. Pelletier</u>			

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Name of Business - 40610544 & R-TRANSPORT-LTD. Industrial Sector 456 TRUCK-TRANSPORT. INDUSTRIE REPORTING PERIOD 1989

Allocation:	X National (Canada)	Province/Territory
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OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
	IQI salary range	Total Number	Total Number	Total Number	Total Number
	Col. 1	Col. 2 Col. 3 Col. 4	Col. 5 Col. 6 Col. 7 Col. 8 Col. 9	Col. 10 Col. 11 Col. 12 Col. 13	Col. 14 Col. 15 Col. 16 Col. 17
		Men Women	Men Women	Men Women	Men Women
Upper-level managers	70000 and over	14 2	1 1	1 1	1 1
Middle or other managers	35000-39999	11 4	1 1	1 1	1 1
Professionals	25000-39999	14 2	1 1	1 1	1 1
Semi-professionals and technicians	7500-9999	11 2	1 1	1 1	1 1
Supervisors	35000-39999	14 1	1 1	1 1	1 1
Foremen/workmen	50000-54999	14 2	1 1	1 1	1 1

Name of Business		456 TRUCK TRANSPORT INDUSTRIES INC. (Reporting Period: 1981)														
Location	X National (Canada)	Province/Territory						Designated CMA								
OCCUPATIONAL GROUPS	Top and bottom of salary range (A)	All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities		
	IR Number	Total	Men		Women		Total	Men		Women		Total	Men		Women	
			Col. 2	Col. 3	Col. 4	Col. 5		Col. 6	Col. 7	Col. 8	Col. 9		Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers	14	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	15	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	16	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Sales workers	17	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	18	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	19	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Service workers	20	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	21	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	22	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Skilled crafts and trades workers	23	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	24	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	25	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Semi-skilled manual workers	26	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	27	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	28	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Other manual workers	29	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	30	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	31	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
TOTAL NUMBER OF EMPLOYEES	32	34	1	1	1	1	1	1	1	1	1	1	1	1	1	1

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business:		National (Canada)		Province/Territory (specify)		Industrial Sector:		Reporting Period: 1982	
Location:		National (Canada)		Province/Territory (specify)		Industrial Sector:		Reporting Period: 1982	
Occupational		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
GROUPS		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9
Upper-level managers	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0
Professionals	1	0	1	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0
Clerical workers	3	0	3	0	0	0	0	0	0
Sales workers	3	3	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	40	39	1	0	0	0	0	0	0
Other manual workers	4	4	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	52	47	5	0	0	0	0	0	0

Name of Business:		003107 H & R TRANSPORT LTD.				Industrial Sector:		454 TRUCK TRANSPORT INDU			
Location:		X National (Canada)		Province/Territory (specify)		Reporting Period:		1987			
OCCUPATIONAL GROUPS		All Employees		Aboriginal Peoples		Persons with Disabilities		Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	6	6	0	0	0	0	0	0	0	0	0
Other manual workers	26	26	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	32	32	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

Form 5 Page 2

PERMANENT PART-TIME EMPLOYEES EMPLOYED

Name of Respondent:	003107 H & R TRANSPORT LTD.	Province/Territory (Specify):	Industrial Sector:	42% TRUCK TRANSPORT, TRANSPORT	Reporting Period: 1985
Location:	X National (Canada)	Province/Territory (Specify):			
Employee promoted (Employees promoted during the year are to be reported only in the occupational group to which of within which they have been last promoted):					
OCCUPATIONAL GROUPS					
	All Employees		Persons with Disabilities		Members of Visible Minorities
	Total Number	Men	Women	Total Number	Men
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5
	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10
	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15
Upper-level managers	0	0	0	0	0
Middle or other managers	0	0	0	0	0
Professionals	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0
Supervisors	0	0	0	0	0
Foremen/women	0	0	0	0	0
Clerical workers	0	0	0	0	0
Sales workers	0	0	0	0	0
Service workers	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0
Semi-skilled unskilled workers	0	0	0	0	0
Other manual workers	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES EMPLOYED	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	0	0	0	0	0

Employment and Immigration Canada

Form 2 (rev. A)

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Employer: 008107 H & R TRANSPORT LTD.		Province/Territory (Specify)		Industrial Sector: 452 TRUCK TRANSPORT INDUSTRIES		Reporting Period: 1939		
Location: X National (Canada)		Province/Territory (Specify)		Persons with Disabilities		Members of Visible Minorities		
All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	
Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	
Upper-level managers	0	0	0	0	0	0	0	0
Middle or other managers	2	2	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0
Foremen/women	2	2	0	0	0	0	0	0
Clerical workers	4	1	3	0	0	0	0	1
Sales workers	6	6	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0
Semi-skilled (unskilled) workers	54	50	4	0	0	0	0	0
Other manual workers	5	5	0	0	0	0	0	0
Total number of employees terminated	73	65	7	0	0	0	0	1

1. *Environ Monit Assess* (2008) 142:1–12. doi:10.1007/s10661-008-9402-2.

THE UNIVERSITY OF CHICAGO

For in 6

100

Journal of Interpersonal Violence

JOHN F. KENNEDY & COMPANY, LTD.

Industrial

456 TRUCK TRANSPORT INDUSTRIES

Locusts:

Xét nghiệm (Canada)

Province/Territory (specify)

[illegible]

Items of Business: 60107 H & K TRANSPORT LTD. (Industrial Sector) 455 TRUCK TRAILER UNIT TRAILER UNIT 14722
 Location: National (Canada) X Province/Territory 13 Alberta Registered CRA

OCCUPATIONAL GROUPS	Top and Bottom of Pay Range		All Employees		Original Peoples		Persons with Disabilities		Visible minorities	
	Is Salary Range?	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical workers	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10
	14	1								
	13	1								
Sales workers	11	1								
	14	1								
	13	1								
Service workers	14	1								
	13	1								
	12	1								
Skilled-crafts and trades workers	14	1								
	13	1								
	12	1								
Semi-skilled manual workers	20000	1	1							
	22499	1	2							
	2499	1	3	2	1					
Other manual workers	15000	1	2							
	17499	1	2							
	2499	1	23	23						
TOTAL NUMBER OF EMPLOYEES			33	32	1					

Name of business		CORNWALL R. R. TRANSPORT LTD.		Industrial Sector		456 TRUCK MANUFACT 11000	
Location		National (Canada)		Province/Territory (specify)		IB number	
Occupational Group		All Employees		Aboriginal Peoples		Persons with Disabilities	
		Men		Women		Men	
		Total Number		Total Number		Total Number	
		Col. 1		Col. 2		Col. 3	
		Col. 4		Col. 5		Col. 6	
		Col. 7		Col. 8		Col. 9	
		Col. 10		Col. 11		Col. 12	
Upper-level managers	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0
Semi-skilled manual workers	6	6	0	0	0	0	0
Other manual workers	25	25	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES Hired	31	31	0	0	0	0	0

[illegible]

Name of the Employer	1963		1962		1961		1960		1959		1958		1957		1956		1955		1954		1953		1952		1951		1950		1949		1948		1947		1946		1945		1944		1943		1942		1941		1940		1939		1938		1937		1936		1935		1934		1933		1932		1931		1930		1929		1928		1927		1926		1925		1924		1923		1922		1921		1920		1919		1918		1917		1916		1915		1914		1913		1912		1911		1910		1909		1908		1907		1906		1905		1904		1903		1902		1901		1900		1899		1898		1897		1896		1895		1894		1893		1892		1891		1890		1889		1888		1887		1886		1885		1884		1883		1882		1881		1880		1879		1878		1877		1876		1875		1874		1873		1872		1871		1870		1869		1868		1867		1866		1865		1864		1863		1862		1861		1860		1859		1858		1857		1856		1855		1854		1853		1852		1851		1850		1849		1848		1847		1846		1845		1844		1843		1842		1841		1840		1839		1838		1837		1836		1835		1834		1833		1832		1831		1830		1829		1828		1827		1826		1825		1824		1823		1822		1821		1820		1819		1818		1817		1816		1815		1814		1813		1812		1811		1810		1809		1808		1807		1806		1805		1804		1803		1802		1801		1800		1799		1798		1797		1796		1795		1794		1793		1792		1791		1790		1789		1788		1787		1786		1785		1784		1783		1782		1781		1780		1779		1778		1777		1776		1775		1774		1773		1772		1771		1770		1769		1768		1767		1766		1765		1764		1763		1762		1761		1760		1759		1758		1757		1756		1755		1754		1753		1752		1751		1750		1749		1748		1747		1746		1745		1744		1743		1742		1741		1740		1739		1738		1737		1736		1735		1734		1733		1732		1731		1730		1729		1728		1727		1726		1725		1724		1723		1722		1721		1720		1719		1718		1717		1716		1715		1714		1713		1712		1711		1710		1709		1708		1707		1706		1705		1704		1703		1702		1701		1700		1699		1698		1697		1696		1695		1694		1693		1692		1691		1690		1689		1688		1687		1686		1685		1684		1683		1682		1681		1680		1679		1678		1677		1676		1675		1674		1673		1672		1671		1670		1669		1668		1667		1666		1665		1664		1663		1662		1661		1660		1659		1658		1657		1656		1655		1654		1653		1652		1651		1650		1649		1648		1647		1646		1645		1644		1643		1642		1641		1640		1639		1638		1637		1636		1635		1634		1633		1632		1631		1630		1629		1628		1627		1626		1625		1624		1623		1622		1621		1620		1619		1618		1617		1616		1615		1614		1613		1612		1611		1610		1609		1608		1607		1606		1605		1604		1603		1602		1601		1600		1599		1598		1597		1596		1595		1594		1593		1592		1591		1590		1589		1588		1587		1586		1585		1584		1583		1582		1581		1580		1579		1578		1577		1576		1575		1574		1573		1572		1571		1570		1569		1568		1567		1566		1565		1564		1563		1562		1561		1560		1559		1558		1557		1556		1555		1554		1553		1552		1551		1550		1549		1548		1547		1546		1545		1544		1543		1542		1541		1540		1539		1538		1537		1536		1535		1534		1533		1532		1531		1530		1529		1528		1527		1526		1525		1524		1523		1522		1521		1520		1519		1518		1517		1516		1515		1514		1513		1512		1511		1510		1509		1508		1507		1506		1505		1504		1503		1502		1501		1500		1499		1498		1497		1496		1495		1494		1493		1492		1491		1490		1489		1488		1487		1486		1485		1484		1483		1482		1481		1480		1479		1478		1477		1476		1475		1474		1473		1472		1471		1470		1469		1468		1467		1466		1465		1464		1463		1462		1461		1460		1459		1458		1457		1456		1455		1454		1453		1452		1451		1450		1449		1448		1447		1446		1445		1444		1443		1442		1441		1440		1439		1438		1437		1436		1435		1434		1433		1432		1431		1430		1429		1428		1427		1426		1425		1424		1423		1422		1421		1420		1419		1418		1417		1416		1415		1414		1413		1412		1411		1410		1409		1408		1407		1406		1405		1404		1403		1402		1401		1400		1399		1398		1397		1396		1395		1394		1393		1392		1391		1390		1389		1388		1387		1386		1385		1384		1383		1382		1381		1380		1379		1378		1377		1376		1375		1374		1373		1372		1371		1370		1369		1368		1367		1366		1365		1364		1363		1362		1361		1360		1359		1358		1357		1356		1355		1354		1353		1352		1351		1350		1349		1348		1347		1346		1345		1344		1343		1342		1341		1340		1339		1338		1337		1336		1335		1334		1333		1332		1331		1330		1329		1328		1327		1326		1325		1324		1323		1322		1321		1320		1319		1318		1317		1316		1315		1314		1313		1312		1311		1310		1309		1308		1307		1306		1305		1304		1303		1302		1301		1300		1299		1298		1297		1296		1295		1294		1293		1292		1291		1290		1289		1288		1287		1286		1285		1284		1283		1282		1281		1280		1279		1278		1277		1276		1275		1274		1273		1272		1271		1270		1269		1268		1267		1266		1265		1264		1263		1262		1261		1260		1259		1258		1257		1256		1255		1254		1253		1252		1251		1250		1249		1248		1247		1246		1245		1244		1243		1242		1241		1240		1239		1238		1237		1236		1235		1234		1233		1232		1231		1230		1229		1228		1227		1226		1225		1224		1223		1222		1221		1220		1219		1218		1217		1216		1215		1214		1213		1212		1211		1210		1209		1208		1207		1206		1205		1204		1203		1202		1201		1200		1199		1198		1197		1196		1195		1194		1193		1192		1191		1190		1189		1188		1187		1186		1185		1184		1183		1182		1181		1180		1179		1178		1177		1176		1175		1174		1173		1172		1171		1170		1169		1168		1167		1166		1165		1164		1163		1162		1161		1160		1159		1158		1157		1156		1155		1154		1153		1152		1151		1150		1149		1148		1147		1146		1145		1144		1143		1142		1141		1140		1139		1138		1137		1136		1135		1134		1133		1132	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EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**H. M. TRIMBLE & SONS
(1983) LTD.**

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Ottawa (Canada) K1A 0S9

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY.

FORM 1

NAME OF EMPLOYER:	FULL LEGAL NAME		COMMON OR BUSINESS NAME	
	H.M. TRIMBLE & SONS (1983) LTD.		H.M. TRIMBLE & SONS (1983) LTD.	
ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS		MAILING ADDRESS	
	600, 800 - 5th AVENUE S.W. CALGARY, ALBERTA T2P 2P9		P.O. BOX 3500 CALGARY, ALBERTA T2P 2P9	
OFFICERS	NAME OF EXECUTIVE OFFICER OF EMPLOYER		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	
	ANDREW ZALESKI		KIM MILLER	
POSITION	POSITION TITLE		POSITION TITLE	
	PRESIDENT		DIRECTOR, HUMAN RESOURCES	
			403 7298-5269	
INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES	DESIGNATED CMA S	
	TRUCK TRANSPORT INDUSTRIES	220	CALGARY 42	
	INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES	EDMONTON 10	
	INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES	HALIFAX 0	
	INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES	MONTRÉAL 0	
			REGINA 0	
			TORONTO 0	
			VANCOUVER 56	
			WINNIPEG 0	
EMPLOYMENT STATUS CATEGORIES	NO. OF PERMANENT FULL-TIME EMP.	NO. OF PERMANENT PART-TIME EMP.	TOTAL EMPLOYEES IN CANADA -	
	198	20	220	
			PROVINCES/TERRITORIES	
			ONT. 0	
			QUE. 0	
			N.B. 0	
			MAN. 0	
			B.C. 152	
			P.E.I. 0	
			SASK. 0	
			ALTA. 68	
			NFLD. 0	
			N.W.T. 0	

I, KIM MILLER HEREBY CERTIFY ON BEHALF OF H.M. TRIMBLE & SONS (1983) LTD. THAT
 THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE
 BEST OF MY KNOWLEDGE AND BELIEF.

DATE JULY 12, 1990 SIGNATURE 

CERTIFICATION
 OF
 ACCURACY

FORM 1

I, WALTER WILLIAMS HEREBY CERTIFY ON BEHALF OF H.M. TRIMBLE & SONS (1983) LTD. THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE

H. M. Trimble & Sons (1983) Ltd.
#600, 800 - 5th Avenue S.W.
Calgary, Alberta
T2P 2P9

1989 EMPLOYMENT EQUITY REPORTS

MANAGEMENT COMMENTARY

1. Employee Communication and Data Collection

All new employees are being given a package containing an explanatory letter from the Company President, an Employment Equity Questionnaire, and an addressed, stamped return envelope; and requested to send the completed questionnaire directly to the Human Resources Department. Non-respondents through the year were given a second chance to complete a questionnaire through a direct mailing. Overall returns, however, continue to be quite good. In areas where the returns are lower in number, managers are contacted directly to assist understanding and support.

2. Data Analysis

We will analyze our Employment Equity Reports for 1989 and compare with those of 1987 and 1988. As previously noted, such analysis has limited value given that the general SOC 9175 (Driver) is not representative of the group of drivers which we require for our high gross, hazardous highway hauling. The addressing of this issue continues to be important.

3. Employment Equity Plan

A new Human Resources Manager has joined the company, whose responsibility includes employment equity. Contacts have been made with the Native Employment Services Association and with a consulting group experienced in employment equity, to explore ideas.

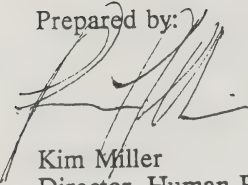
A Human Resource Information System has been implemented and linked to our Employment Equity Reporting System. As a result, we expect not only to be able

1989 EMPLOYMENT EQUITY REPORTS MANAGEMENT COMMENTARY

to produce required reports in a more efficient manner, but to have "on-line" access to support material.

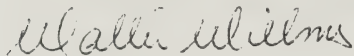
The driver shortage in Canada continues to be a major business problem which has an impact on employment equity activity. We continue to look for ways to recruit and train drivers more effectively. We are participating in an initiative with Employment & Immigration Canada - an Industrial Adjustment Service Committee which will develop solutions to the shortage. Our Director of Human Resources is chairing a Training sub-committee to the IAS Committee.

Prepared by:



Kim Miller
Director, Human Resources

Reviewed and Approved by:



Walter Willms
President

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1983) LTD. INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES REPORTING PERIOD: 1989

LOCATION	NATIONAL (CANADA) X	PROVINCE/TERRITORY -	DESIGNATED CMA -										MEMBERS OF VISIBLE MINORITIES			
			TOP AND BOTTOM OF SALARY RANGE COL.1		ALL EMPLOYEES COL.2 COL.3 COL.4		ABORIGINAL PEOPLES COL.5 COL.6 COL.7		PERSONS WITH DISABILITIES COL.8 COL.9 COL.10		TOTAL COL.11 COL.12 COL.13					
OCCUPATIONAL GROUPS	COL.1	QUARTER	TOTAL	4MEN	4WOMEN	TOTAL	4MEN	4WOMEN	TOTAL	4MEN	4WOMEN	TOTAL	4MEN	4WOMEN	TOTAL	
		4	3	2	1	3	2	1	3	2	1	3	2	1	3	
		4	3	2	1	3	2	1	3	2	1	3	2	1	3	
		4	3	2	1	3	2	1	3	2	1	3	2	1	3	
UPPER LEVEL MANAGERS																
MIDDLE AND OTHER MANAGERS	65000 - 69999 ----- 27500 - 29999	4 3 2 1	3 3 2 2	3 3 2 2	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	
PROFESSIONALS		4 3 2 1	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	
SEMI-PROFESSIONALS AND TECHNICIANS		4 3 2 1	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	
SUPERVISORS		4 3 2 1	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	
FOREMEN/WOMEN	50000 - 54999 ----- 17500 - 19999	4 3 2 1	5 5 11 6	5 5 10 5	0 0 1 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1933) LTD.		INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES				REPORTING PERIOD: 1989			
LOCATION		NATIONAL (CANADA) X		PROVINCE/TERRITORY -		DESIGNATED CMA -			
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE COL.1	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES	
		QUARTER	TOTAL COL.2 COL.3 COL.4	TOTAL COL.5 COL.6 COL.7	TOTAL COL.8 COL.9 COL.10	TOTAL COL.11 COL.12 COL.13			
CLERICAL WORKERS	25000 - 27499	4	2 0 2	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
	-----	3	0 0 3	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
	12500 - 14999	1	2 0 2	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
SALES WORKERS		4	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
		3	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
		1	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
SERVICE WORKERS	30000 - 34999	4	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
	-----	3	3 4 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
	15000 - 17499	1	6 6 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
SKILLED CRAFTS AND TRADE WORKERS		4	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
		3	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
		1	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
SEMI-SKILLED MANUAL WORKERS	55000 - 59999	4	23 23 0	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	
	-----	3	48 48 3	2 2 0	0 0 0	0 0 0	0 0 0	0 0 0	
	15000 - 17499	1	32 32 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
OTHER MANUAL WORKERS	40000 - 44999	4	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
	-----	3	1 1 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
	15000 - 17499	1	2 2 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
TOTAL NUMBER OF EMPLOYEES			196 184 12	4 4 0	4 4 0	4 4 0	4 4 0	4 4 0	

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 2

NAME OF BUSINESS: H.M. TRIANGLE & SONS (1983) LTD.		INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES				REPORTING PERIOD: 1989											
LOCATION: NATIONAL (CANADA) X		PROVINCE/TERRITORY -				DESIGNATED CMA -											
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE COL.1	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES									
		QUARTER	TOTAL	COL.3	COL.4	TOTAL	COL.5	COL.6	COL.7	TOTAL	COL.8	COL.9	COL.10	TOTAL	COL.11	COL.12	COL.13
CLERICAL WORKERS	10000 - 12499	4	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	-----	3	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	3 - 2499	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	10000 - 12499	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	-----	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0 - 2499	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	35000 - 39999	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	-----	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0 - 2499	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	17500 - 19999	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	-----	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3 - 2499	2	4	4	0	1	1	0	0	0	0	0	0	0	0	0	0
		1	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			20	15	5	1	1	1	0	1	0	1	0	0	0	0	0

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

FORM 3 PART A

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1993) LTD.												
I INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES												
LOCATION: NATIONAL (CANADA) X												
PROVINCE/TERRITORY -												
I REPORTING PERIOD: 1989												
SALARY RANGES	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		VISIBLE MINORITIES		MEMBERS OF			
	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN
	COL.1	COL.2	COL.3	COL.4	COL.5	COL.6	COL.7	COL.8	COL.9	COL.10	COL.11	COL.12
UNDER \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000 - \$14,999	1	0	1	0	0	0	0	0	0	0	0	0
\$15,000 - \$17,499	10	9	1	0	0	0	0	0	0	0	0	0
\$17,500 - \$19,999	6	3	3	0	0	0	0	0	0	0	0	0
\$20,000 - \$22,499	13	11	2	0	0	0	1	1	0	0	0	0
\$22,500 - \$24,999	11	9	2	0	0	0	1	1	0	0	0	0
\$25,000 - \$27,499	15	14	1	0	0	0	0	0	0	0	0	0
\$27,500 - \$29,999	9	9	0	0	0	0	0	0	0	0	0	0
\$30,000 - \$34,999	24	23	1	0	0	0	1	1	0	1	1	0
\$35,000 - \$39,999	34	33	1	1	1	0	1	1	0	2	2	0
\$40,000 - \$49,999	53	53	0	1	1	0	0	0	0	1	1	0
\$50,000 - \$59,999	20	20	0	2	2	0	0	0	0	0	0	0
\$70,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL EMPLOYEES	196	184	12	4	4	0	4	4	0	4	4	0

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

FORM 3 PART 8

SALARY RANGES	ALL EMPLOYEES				ABORIGINAL PEOPLES				PERSONS WITH DISABILITIES				MEMBERS OF VISIBLE MINORITIES			
	TOTAL		MEN		TOTAL		MEN		TOTAL		MEN		TOTAL		MEN	
	COL.1	COL.2	COL.1	COL.2	COL.4	COL.5	COL.6	COL.7	COL.8	COL.9	COL.10	COL.11	COL.12	COL.13	COL.14	COL.15
NAME OF BUSINESS: H.M. TRIMBLE & SONS (1983) LTD.	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES				PROVINCE/TERRITORY -				REPORTING PERIOD: 1989							
LOCATION: NATIONAL (CANADA) X																
UNDER \$2,500	3	7	1		0	0	0	1	0	1	0	0	0	0	0	0
\$2,500 - \$4,999	1	1	0		0	3	0	0	0	0	0	0	0	0	0	0
\$5,000 - \$7,499	2	1	1		1	1	0	0	0	0	0	0	0	0	0	0
\$7,500 - \$9,999	3	2	1		0	2	0	0	0	0	0	0	0	0	0	0
\$10,000 - \$12,499	2	1	1		0	0	0	0	0	0	0	0	0	0	0	0
\$12,500 - \$14,999	3	0	0		0	0	0	0	0	0	0	0	0	0	0	0
\$15,000 - \$17,499	2	2	0		0	0	0	0	0	0	0	0	0	0	0	0
\$17,500 - \$19,999	1	0	1		0	0	0	0	0	0	0	0	0	0	0	0
\$20,000 - \$24,999	3	0	0		0	3	0	0	0	0	0	0	0	0	0	0
\$25,000 - \$29,999	3	0	0		0	3	0	0	0	0	0	0	0	0	0	0
\$30,000 - \$39,999	1	1	0		0	3	0	0	0	0	0	0	0	0	0	0
\$40,000 - \$49,999	3	0	0		0	3	0	0	0	0	0	0	0	0	0	0
\$50,000 AND OVER	3	0	0		0	0	0	0	0	0	0	0	0	0	0	0
TOTAL EMPLOYEES	23	15	5		1	1	0	1	0	1	0	0	0	0	0	0

PERMANENT PART-TIME EMPLOYEES HIRED

FORM 4 PART B

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1983) LTD. I INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES

LOCATION	PROVINCE/TERRITORY -		I REPORTING PERIOD: 1989	
	NATIONAL (CANADA) X			
OCCUPATIONAL GROUPS	ALL EMPLOYEES		ADDITIONAL PEOPLES	
	TOTAL	MEMBERS OF VISIBLE MINORITIES	TOTAL	MEMBERS OF VISIBLE MINORITIES
	COL.1 COL.2 COL.3	COL.4 COL.5 COL.6	COL.7 COL.8 COL.9	COL.10 COL.11 COL.12
UPPER LEVEL MANAGERS	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
MIDDLE AND OTHER MANAGERS	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
PROFESSIONALS	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
SEMI-PROFESSIONALS AND TECHNICIANS	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
SUPERVISORS	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
FOREMEN/WOMEN	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
CLERICAL WORKERS	1 1 0 0	0 0 0 0	0 0 0 0	0 0 0 0
SALES WORKERS	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
SERVICE WORKERS	3 3 0 0	0 0 0 0	0 0 0 0	0 0 0 0
SKILLED CRAFTS AND TRADE WORKERS	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
SEMI-SKILLED MANUAL WORKERS	1 1 0 0	0 0 0 0	0 0 0 0	0 0 0 0
OTHER MANUAL WORKERS	7 7 0 0	0 0 0 0	0 0 0 0	0 0 0 0
TOTAL NUMBER OF EMPLOYEES HIRED	12 12 0 0	0 0 0 0	0 0 0 0	0 0 0 0

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1983) LTD.						INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES					
LOCATION		PROVINCE/TERRITORY				REPORTING PERIOD: 1989					
						PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES			
		ALL EMPLOYEES		ABORIGINAL PEOPLES		TOTAL		TOTAL		TOTAL	
		MEN WOMEN		MEN WOMEN		MEN WOMEN		MEN WOMEN		MEN WOMEN	
		COL.1 COL.2 COL.3		COL.4 COL.5 COL.6		COL.7 COL.8 COL.9		COL.10 COL.11 COL.12			
	UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0
	MIDDLE AND OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0
	PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
	SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0
	SUPERVISORS	0	0	0	0	0	0	0	0	0	0
	FOREMEN/WOMEN	9	9	0	0	0	0	0	0	0	0
	CLERICAL WORKERS	4	4	0	0	0	0	0	0	0	0
	SALES WORKERS	0	0	0	0	0	0	0	0	0	0
	SERVICE WORKERS	12	12	3	0	0	0	0	0	1	0
	SKILLED CRAFTS AND TRADE WORKERS	0	0	3	0	0	0	0	0	0	0
	SEMI-SKILLED MANUAL WORKERS	76	75	1	0	0	0	0	0	2	0
	OTHER MANUAL WORKERS	12	11	1	0	0	0	0	0	0	0
	TOTAL NUMBER OF EMPLOYEES TERMINATED	113	111	2	0	0	0	0	0	3	0

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 2

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1983) LTD.		INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES		REPORTING PERIOD: 1989									
LOCATION		PROVINCE/TERRITORY - BRITISH COLUMBIA		DESIGNATED CMA									
NATIONAL (CANADA)		ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES					
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE C.J.L.1	QUARTER		TOTAL		TOTAL		TOTAL					
		COL.2	COL.3	COL.4	COL.5	COL.6	COL.7	COL.8	COL.9	COL.10	COL.11	COL.12	COL.13
CLERICAL WORKERS	25000 - 27499	4	2	0	0	0	0	0	0	0	0	0	0
	-----	3	0	1	0	0	0	0	0	0	0	0	0
	12500 - 14999	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
	2	0	0	0	0	0	0	0	0	0	0	0	0
	1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	25000 - 27499	4	1	3	0	0	0	0	0	0	0	0	0
	-----	3	5	0	0	0	0	0	0	0	0	0	0
	15000 - 17499	2	0	0	0	0	0	0	0	0	0	0	0
	1	0	2	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0
	2	0	0	0	0	0	0	0	0	0	0	0	0
	1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	53000 - 59999	4	21	0	1	2	0	0	0	0	0	0	0
	-----	3	38	0	2	0	0	0	0	0	0	0	0
	15000 - 17499	2	20	0	0	0	0	0	0	0	1	0	0
	1	9	9	0	0	0	0	1	1	0	0	0	0
OTHER MANUAL WORKERS	40000 - 44999	4	1	0	0	0	0	0	0	0	0	0	0
	-----	3	1	0	0	0	0	0	0	0	0	0	0
	15000 - 17499	2	1	0	0	0	0	0	0	0	0	0	0
	1	3	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES		133	123	13	4	4	4	0	1	1	0	2	0

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

NAME OF BUSINESS: H.M. FRIBLE & SONS (1983) LTD.		INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES				REPORTING PERIOD: 1989											
LOCATION: NATIONAL (CANADA)		PROVINCE/TERRITORY: BRITISH COLUMBIA				DESIGNATED CMA											
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE COL.1 10000 - 12492 0 - 2492	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES									
		QUARTER	TOTAL	COL.2	COL.3	COL.4	TOTAL	COL.5	COL.6	COL.7	TOTAL	COL.8	COL.9	COL.10	COL.11	COL.12	COL.13
CLERICAL WORKERS		4	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
		2	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			17	13	4	1	1	0	1	0	1	0	1	0	0	0	0

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

FORM 3 PART A

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1983) LTD.		I INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES						I REPORTING PERIOD: 1989					
LOCATION: NATIONAL (CANADA)		PROVINCE/TERRITORY - BRITISH COLUMBIA						MEMBERS OF VISIBLE MINORITIES					
SALARY RANGES	ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES						
	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN					
	COL.1	COL.2	COL.3	COL.4	COL.5	COL.6	COL.7	COL.8	COL.9	COL.10	COL.11	COL.12	
UNDER \$10,000	3	0	0	0	0	0	0	0	0	0	0	0	
\$10,000 - \$14,999	1	0	1	0	0	0	0	0	0	0	0	0	
\$15,000 - \$17,499	5	5	0	0	0	0	0	0	0	0	0	0	
\$17,500 - \$19,999	5	2	3	0	0	0	0	0	0	0	0	0	
\$20,000 - \$22,499	7	6	1	0	3	0	1	1	0	0	0	0	
\$22,500 - \$24,999	7	5	2	0	0	0	0	0	0	0	0	0	
\$25,000 - \$27,499	5	4	1	0	0	0	0	0	0	0	0	0	
\$27,500 - \$29,999	4	4	0	0	0	0	0	0	0	0	0	0	
\$30,000 - \$34,999	15	15	1	0	0	0	0	0	0	1	1	0	
\$35,000 - \$39,999	23	22	1	1	1	0	0	0	0	0	0	0	
\$40,000 - \$49,999	41	41	0	1	1	0	0	0	0	1	1	0	
\$50,000 - \$69,999	19	19	0	2	2	0	0	0	0	0	0	0	
\$70,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL EMPLOYEES	133	123	10	4	4	0	1	1	0	2	2	0	

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES FORM 3 PART B

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1983) LTD.		INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES									
LOCATION: NATIONAL (CANADA)		PROVINCE/TERRITORY - BRITISH COLUMBIA									
		ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES			
SALARY RANGES	LOCATION	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN	TOTAL	WOMEN
		COL.1	COL.2	COL.4	COL.5	COL.6	COL.7	COL.8	COL.9	COL.10	COL.11
UNDER \$2,500		7	6	0	0	0	1	0	1	0	0
\$2,500 - \$4,999		1	1	0	0	0	0	0	0	0	0
\$5,000 - \$7,499		1	1	0	1	0	0	0	0	0	0
\$7,500 - \$9,999		3	2	0	0	0	0	0	0	0	0
\$10,000 - \$12,499		2	1	0	0	0	0	0	0	0	0
\$12,500 - \$14,999		0	0	0	0	0	0	0	0	0	0
\$15,000 - \$17,499		1	1	0	0	0	0	0	0	0	0
\$17,500 - \$19,999		1	0	0	0	0	0	0	0	0	0
\$20,000 - \$24,999		0	0	0	0	0	0	0	0	0	0
\$25,000 - \$29,999		0	0	0	0	0	0	0	0	0	0
\$30,000 - \$39,999		1	1	0	0	0	0	0	0	0	0
\$40,000 - \$49,999		0	0	0	0	0	0	0	0	0	0
\$50,000 AND OVER		0	0	0	0	0	0	0	0	0	0
TOTAL EMPLOYEES		17	13	1	1	0	1	0	1	0	0

PERMANENT FULL-TIME EMPLOYEES HIRED

FORM 4 PART A

NAME OF BUSINESS: H.M. TRYMBLE & SONS (1933) LTD.		I INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES									
LOCATION		PROVINCE/TERRITORY - BRITISH COLUMBIA						REPORTING PERIOD: 1989			
NATIONAL (CANADA)		ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES			
		TOTAL	MEN WOMEN	TOTAL	MEN WOMEN	TOTAL	MEN WOMEN	TOTAL	MEN WOMEN	TOTAL	MEN WOMEN
		COL.1	COL.2 COL.3	COL.4	COL.5 COL.6	COL.7	COL.8 COL.9	COL.10	COL.11 COL.12		
OCCUPATIONAL GROUPS	UPPER LEVEL MANAGERS	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0
	MIDDLE AND OTHER MANAGERS	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0
	PROFESSIONALS	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0
SEMI-PROFESSIONALS AND TECHNICIANS	SUPERVISORS	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0
	FOREMEN/WOMEN	4	4 0 0	1	1 0 0	0	0 0 0	0	0 0 0	0	0 0 0
	CLERICAL WORKERS	3	0 3 0	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0
SALES WORKERS	SALES WORKERS	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0
	SERVICE WORKERS	11	11 0 0	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0
	SKILLED CRAFTS AND TRADE WORKERS	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0
SEMI-SKILLED MANUAL WORKERS	SEMI-SKILLED MANUAL WORKERS	26	26 0 0	0	0 0 0	1	1 0 0	0	0 0 0	0	0 0 0
	OTHER MANUAL WORKERS	5	5 0 0	0	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0
	TOTAL NUMBER OF EMPLOYEES HIRED	49	46 3 0	1	1 0 0	1	1 0 0	0	0 0 0	0	0 0 0

DEPARTMENT PART-TIME EMPLOYEES HIRED

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1983) LTD.						INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES					
LOCATION			PROVINCE/TERRITORY - BRITISH COLUMBIA			REPORTING PERIOD: 1989					
NATIONAL (CANADA)			ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN WOMEN	TOTAL	MEN WOMEN	TOTAL	MEN WOMEN	TOTAL	MEN WOMEN	TOTAL	MEN WOMEN	
	COL.1	COL.2 COL.3	COL.4	COL.5 COL.6	COL.7	COL.8 COL.9	COL.10	COL.11 COL.12			
OCCUPATIONAL GROUPS											
UPPER LEVEL MANAGERS	0	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0
MIDDLE AND OTHER MANAGERS	0	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0
PROFESSIONALS	0	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0
SUPERVISORS	3	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0
FOREMEN/WOMEN	0	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0
CLERICAL WORKERS	3	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0
SALES WORKERS	0	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0
SERVICE WORKERS	1	1 0	0	0 0	0	0 0	0	0 0	0	0 0	0
SKILLED CRAFTS AND TRADE WORKERS	3	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0
SEMI-SKILLED MANUAL WORKERS	0	0 0	0	0 0	0	0 0	0	0 0	0	0 0	0
OTHER MANUAL WORKERS	7	7 3	0	0 0	0	0 0	0	0 0	0	0 0	0
TOTAL NUMBER OF EMPLOYEES HIRED	3	8 3	0	0 0	0	0 0	0	0 0	0	0 0	0

PERMANENT FULL-TIME EMPLOYEES PROMOTED FORM 5 PART A

NAME OF BUSINESS: H.M. TRIABLE & SONS (1983) LTD.		I INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES									
LOCATION		PROVINCE/TERRITORY - BRITISH COLUMBIA									
		ALL EMPLOYEES		ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES		I REPORTING PERIOD: 1989	
		TOTAL	MEN WOMEN	TOTAL	MEN WOMEN	TOTAL	MEN WOMEN	TOTAL	MEN WOMEN	COL. 10	COL. 11 COL. 12
		COL. 1	COL. 2 COL. 3	COL. 4	COL. 5 COL. 6	COL. 7	COL. 8 COL. 9	COL. 10	COL. 11 COL. 12		
OCCUPATIONAL GROUPS											
UPPER LEVEL MANAGERS		0	0 0	0	0 0	0	0 0	0	0 0	0	0 0
MIDDLE AND OTHER MANAGERS		0	0 0	0	0 0	0	0 0	0	0 0	0	0 0
PROFESSIONALS		0	0 0	0	0 0	0	0 0	0	0 0	0	0 0
SEMI-PROFESSIONALS AND TECHNICIANS		0	0 0	0	0 0	0	0 0	0	0 0	0	0 0
SUPERVISORS		0	0 0	0	0 0	0	0 0	0	0 0	0	0 0
FOREMEN/WOMEN		1	1 0	0	0 0	0	0 0	0	0 0	0	0 0
CLERICAL WORKERS		1	0 1	0	0 0	0	0 0	0	0 0	0	0 0
SALES WORKERS		0	0 0	0	0 0	0	0 0	0	0 0	0	0 0
SERVICE WORKERS		0	0 0	0	0 0	0	0 0	0	0 0	0	0 0
SKILLED CRAFTS AND TRADE WORKERS		0	0 0	0	0 0	0	0 0	0	0 0	0	0 0
SEMI-SKILLED MANUAL WORKERS		0	0 0	0	0 0	0	0 0	0	0 0	0	0 0
OTHER MANUAL WORKERS		0	0 0	0	0 0	0	0 0	0	0 0	0	0 0
TOTAL NUMBER OF EMPLOYEES PROMOTED		2	1 1	0	0 0	0	0 0	0	0 0	0	0 0
TOTAL NUMBER OF PROMOTIONS		2	1 1	0	0 0	0	0 0	0	0 0	0	0 0

REPORTING PERIOD: 1989

8258

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**CANADIAN WESTERN BANK
BANQUE CANADIENNE
DE L'OUEST**

8258

Canada

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Employment and
Immigration Canada

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

**EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE**

Form
Formulaire 1

FULL LEGAL NAME - NOM LÉGALE AU COMPLET 1 CANADIAN WESTERN BANK		NAME OF EMPLOYER NOM DE L'EMPLOYEUR 1 CANADIAN WESTERN BANK	
ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'UN FAISSE NATIONAL PRINCIPALE 2 1200, 10040-104 St., Edmonton, Alberta T5J 3X6		ADDRESS ADRESSE 2 1200, 10040-104 St., Edmonton, Alberta T5J 3X6	
NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE 3 LARRY M. POLLOCK		OFFICERS AGENTS 3 LARRY M. POLLOCK	
POSITION TITLE - TITRE DU FONCTIONNAIRE 4 PRESIDENT & CHIEF EXECUTIVE OFFICER		POSITION FONCTION 4 PRESIDENT & CHIEF EXECUTIVE OFFICER	
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 5 CHARTERED BANK		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 5 CHARTERED BANK	
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2		INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4		INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4	
NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE D'EMPLOYES PERMANENTS À TEMPS PLEIN 6 110		NUMBER OF PERMANENT PART-TIME EMPLOYEES NOMBRE D'EMPLOYES PERMANENTS À TEMPS PARTIEL 6 14	
NUMBER OF TEMPORARY EMPLOYEES NOMBRE D'EMPLOYES TEMPORAIRES 6 3		NUMBER OF TEMPORARY EMPLOYEES NOMBRE D'EMPLOYES TEMPORAIRES 6 3	
TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALAIRES AU CANADA 6 130		TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALAIRES AU CANADA 6 130	
CERTIFICATION OF ACCURACY		CERTIFICATION OF ACCURACY	
ATTESTATION D'EXACTITUDE		ATTESTATION D'EXACTITUDE	

1. (Name) **LARRY M. POLLOCK** 2. (Name) **CANADIAN WESTERN BANK**

3. (Signature) *[Signature]* 4. (Signature) *[Signature]*

DATE **10/1/90** SIGNATURE *[Signature]*

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AND A YOUR INSURANCE POLICY AT ANY OF OUR 125 FORMULA AGENCIES

CANADIAN WESTERN BANK

Employment Equity Report for 1989 Executive Summary

1. The number of employees in the designated groupings might have been under-represented because some employees in these groupings did not identify themselves as such.
2. Despite a relatively high turnover rate during in the reporting period due to a computer system conversion and organization restructuring, the number of employees in the designated groupings have increased.
3. There are cases where employees were transferred from part-time or temporary to full-time employment or vice versa without a change in level in the organizational hierarchy. In such cases, they were neither reported as number hired nor promoted.
4. The report shows a high percentage of female employees but at relatively lower levels. This is typical in the industry. The visible minority grouping was also fairly represented as these levels. In fact, applications for senior positions are accepted without discrimination and positions are awarded based on qualifications. However, the number of applicants in the designated groupings for senior positions has been very low all along.
5. With the establishment of the Human Resources Department in May 1989, a number of improvements have been made towards employment equity:
 - a) Centralization and standardization of personnel policy and recruitment activities, job classification and enhancement of the performance appraisal system have enable equitable hirings, promotions, salary adjustments and terminations, all of which according to the Bank's philosophy are to be based on ability and performance, regardless of designated grouping.
 - b) Positive efforts have been made to hire members with disabilities. The Manager, Human Resources, has been in contact with an organization that helps to find employment for the deaf and in fact, a position was offered but was turned down. Due to the small size of the Bank, there are limited positions which disabled persons can be offered. Nevertheless, the Bank is always prepared to hire disabled persons whenever the opportunity arises.
 - c) With further growth, expansion and a maturing Human Resources Department, the Bank will continue to ensure an equitable hiring and promotion policy based on individual merits, without reference to race or sex. A concerted effort will be made to achieve appropriate representation of all groupings at all levels of employment.



Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALAIRES PERMANENTS À TEMPS PLEIN*

Form
Formulaire **2** Part A, Page 1
Reporting Period
Période de rapport: 1-1-9

Name of Business
Nom de l'entreprise: **CANADIAN WESTERN BANK**

Industrial Sector:
Branch of activity: **CHARTERED BANK**

Occupational Groups Catégories professionnelles	Top and bottom Maximum de Minimum de l'échelle de rémunération Col 1	National (Canada) National (Canada) <input checked="" type="checkbox"/>	Province/Territory (specify) Province/Territoire (préciser) <input type="checkbox"/>	All Employees Tout les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
				Total Number Nombre total Col 2	Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Upper level managers Cadres supérieurs	70,000 &	4		2	2	-									
	OVER	3		1	1	-									
	65,000 -	2		1	1	-									
Middle or other managers Cadres intermédiaires et autres cadres	69,999	1		5	5	-									
	70,000 &	4		3	3	-							1	1	-
	OVER	3		9	8	1									
Professionals Professionnels	30,000 -	2		3	7	2									
	34,999	4		7	2	5									
		3													
Semi professionals and technicians Semi professionnels et techniciens	30,000 -	1		1	-	1									
	34,999	3		1	-	1									
	27,500 -	2		1	1	-									
Supervisors Surveillants	29,999	1		1	1	-									
	30,000 -	4		3	-	3									
	34,999	3		4	-	4									
Foremen/women Contremaîtres	20,000 -	2		4	1	3									
	24,999	1		5	-	5							1	-	1
		3													

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter.
** 1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé





Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2
Part A
Page 2NOTE See instructions
NOTA Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de rémunération Col 1	Quarter Quart Col 2	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total Col 2	Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Clerical workers Employés de bureau	27,500	4	1	-	1									
	29,999	3	8	2	6							1	1	-
	15,000	2	13	5	8									
	17,499	1	31	4	27							3	-	3
Sales workers Employés du secteur de la vente		4												
		3												
		2												
		1												
Service workers Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels spécialisés		4												
		3												
		2												
		1												
Other manual workers Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			110	43	67							6	2	4

1 refers to the lowest salary quarter. 4 refers to the highest salary quarter.
1 représente les salariés du quart le moins élevé. 4 représente les salariés du quart le plus élevé

EMP 100-1 (9-96) P.2

Canada

NOTE: See instructions
NOTA: Voir instructionsOCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Name of Business Nom de l'entreprise		CANADIAN WESTERN BANK		Industrial Sector Branche d'activité		CHARTERED BANK		Reporting Period Période de rapport		19 89	
Location Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (Specify) Province / territoire (préciser)		<input type="checkbox"/> Designated CMA (specify) RMR désignée (préciser)					
Occupational Groups Catégories professionnelles	Top and bottom Maximum et Minimum de l'échelle de rémunération Col 1	Quart Col 2	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total Col 3	Men Hommes Col 4	Women Femmes Col 5	Total Number Nombre total Col 6	Men Hommes Col 7	Women Femmes Col 8	Total Number Nombre total Col 9	Men Hommes Col 10	Women Femmes Col 11
Upper level managers Cadres supérieurs		4									
Middle or other managers Cadres intermédiaires et autres cadres		3									
Professionals Professionnels		2									
Semi professionals and technicians Semi professionnels et techniciens		1									
Supervisors Surveillants	27,500 - 29,999	4									
Foremen/Women Contramaîtres	27,500 - 29,999	3									

* Use separate Parts for permanent full time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** refers to the lowest salary quarter; 4 refers to the highest salary quarter/
I représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire 2 Part B, Page 2

NOJ14 See instructions
NOJ14 Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de remunération Col 1	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total Col 2	Men Hommes Col 3	Women Femmes Col 4	Total Number Nombre total Col 5	Men Hommes Col 6	Women Femmes Col 7	Total Number Nombre total Col 8	Men Hommes Col 9	Women Femmes Col 10	Total Number Nombre total Col 11	Men Hommes Col 12	Women Femmes Col 13
Classical workers Employés de bureau	12,500 - 14,999 0-2,499	4 3 2 1	6 3 2 2	- 1 - -	6 2 2 2	- - - -	- - - -	- - - -	- - - -	- - - -	1 - - -	- - - -	- - - -	
Sales workers Employés du secteur de la vente		4 3 2 1												
Service workers Employés du secteur des services		4 3 2 1												
Skilled crafts and trades Travailleurs qualifiés et artisans		4 3 2 1												
Semi skilled manual workers Travailleurs manuels spécialisés		4 3 2 1												
Other manual workers Autres travailleurs manuels		4 3 2 1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			14	1	13						2	-	2	

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

1 NOJ 1400-17 (Rev. 1)





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NOTE: See instructions.
NOTA: Voir instructions.

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form
Formulaire 3 Part A
Partie A

Name of Business Nom de l'entreprise		CANADIAN WESTERN BANK										CHARTERED BANK			
Location/Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province/Territory (Specify) Province/territoire (préciser)		Reporting Period: Période de rapport		1989							
SALARY RANGES ÉCHELLES DE REMUNÉRATION	Total Number Nombre total	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles		Total Number Nombre total	Men Hommes	Women Femmes			
		Men Hommes	Women Femmes	Men Hommes	Women Femmes	Men Hommes	Women Femmes	Men Hommes	Women Femmes						
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12			
Under Moins de															
\$10,000 - \$14,999															
\$15,000 - \$17,499	10	3	7												
\$17,500 - \$19,999	23	2	21							3	-	3			
\$20,000 - \$22,499	10	3	7							1	1	-			
\$22,500 - \$24,999	13	3	10							1	-	1			
\$25,000 - \$27,499	5	1	4												
\$27,500 - \$29,999	8	2	6												
\$30,000 - \$34,999	5	1	4												
\$35,000 - \$39,999	5	1	4												
\$40,000 - \$49,999	6	4	2												
\$50,000 - \$69,999	16	14	2							1	1	-			
\$70,000 and over et plus	9	9	-												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	110	43	67							6	2	4			

Use separate Parts for permanent part-time and temporary employees.
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires.

1-800-367-0841





NOTE: See instructions
NOTA: Voir instructions

**SALARY SUMMARY: PERMANENT PART TIME EMPLOYEES*
PROFIL SALARIAL: SALAIRES PERMANENTS A TEMPS PARTIEL***

Name of Business Nom de l'entreprise		National (Canada) National (Canada)		Province / Territory (Specify) Province / Territoire (préciser)		Reporting Period Période de rapport		1989					
CANADIAN WESTERN BANK		<input checked="" type="checkbox"/>				CHARTERED BANK							
Industrial Sector Branche d'activité		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles					
SALARY RANGES ÉCHELLES DE REMUNÉRATION		Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes			
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de	\$2,500	1	-	1									
	\$2,500 \$4,999	1	-	1									
	\$5,000 \$7,499												
	\$7,500 \$9,999	3	-	3									
	\$10,000 \$12,499	5	1	4							1	-	1
	\$12,500 \$14,999	3	-	3									
	\$15,000 \$17,499												
	\$17,500 \$19,999												
	\$20,000 \$24,999												
	\$25,000 \$29,999	1	-	1							1	-	1
	\$30,000 \$39,999												
	\$40,000 \$49,999												
	\$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALAIRES		14	1	13							2	-	2

Use separate Parts for permanent full time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires



NOTE: See instructions
NOTA: Voir instructionsName of Business
Nom de l'entreprise

CANADIAN WESTERN BANK

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*Industrial Sector
Branche d'activité

CHARTERED BANK

Location Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser)		Reporting Period Période de rapport: 1989		Members of Visible Minorities Membres des minorités visibles					
	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Total Number Nombre total		Men Hommes		Women Femmes	
	Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Total Number Nombre total Col 4	Men Hommes Col 5	Women Femmes Col 6	Total Number Nombre total Col 7	Men Hommes Col 8	Women Femmes Col 9	Total Number Nombre total Col 10	Men Hommes Col 11	Women Femmes Col 12
Occupational Groups Catégories professionnelles												
Upper level managers Cadres supérieurs	2	2	-							1	1	-
Middle or other managers Cadres intermédiaires et autres cadres	17	12	5									
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens	1	1	-									
Supervisors Surveillants	3	-	3									
Hourmen/women Contremaîtres												
Clerical workers Employés de bureau	16	2	14							2	-	2
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	39	17	22							3	1	2

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

Form
Formulaire

Part B
Partie B

NOTE: See instructions
NOTA: Voir instructions

Name of Business
Nom de l'entreprise

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Industrial Sector
Blanche d'activité

CANADIAN WESTERN BANK

CHARTERED BANK

Location Endroit	<input checked="" type="checkbox"/> National (Canada) National (Canada)	Province / Territory (specify) Province / Territoire (préciser)	All Employees Tous les salariés				Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Reporting Period Période de rapport			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Col 2	Col 3	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes
Occupational Groups Catégories professionnelles																		
Upper level managers Cadres supérieurs																		
Middle or other managers Cadres intermédiaires et autres cadres																		
Professionals Professionnels																		
Semi professionals and technicians Semi professionnels et techniciens																		
Supervisors Surveillants	1	-	1															
Unskilled workers Contremaîtres																		
Clerical workers Employés de bureau	27	2	25															
Sales workers Employés du secteur de la vente																		
Service workers Employés du secteur des services																		
Skilled crafts and trades workers Travailleurs qualifiés et artisans																		
Semi skilled manual workers Travailleurs manuels spécialisés																		
Other manual workers Autres travailleurs manuels																		
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	28	2	26															

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1 547 1690 (15 04)

Canada

NOTE: See instructions.
NOTA: Voir instructions.Name of Business
Nom de l'entreprise

CANADIAN WESTERN BANK

Industrial Sector
Branche d'activité

CHARTERED BANK

Location / Endroit		<input checked="" type="checkbox"/> National (Canada) National (Canada)		<input type="checkbox"/> Province / Territory (specify) Province / territoire (préciser)		Reporting Period: Période de rapport: 19 89					
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles			
Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres supérieurs											
Middle or other managers Cadres intermédiaires et autres cadres	2	2	-								
Professionals Professionnels											
Semi-professionals and technicians Semi-professionnels et techniciens											
Supervisors Surveillants	6	1	5						1	-	1
Tradesmen/women Contremaîtres											
Clerical workers Employés de bureau	10	2	8								
Sales workers Employés du secteur de la vente											
Service workers Employés du secteur des services											
Skilled crafts and trades workers Travailleurs qualifiés et artisans											
Semi-skilled manual workers Travailleurs manuels spécialisés											
Other manual workers Autres travailleurs manuels											
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	18	5	13						1	-	1
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	19	6	13						1	-	1

* Use separate Parts for permanent part time and temporary employees.
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires.

1 (Rev. 18/3/83)



Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Name of Business
Nom de l'entreprise

CANADIAN WESTERN BANK

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALAIRES PERMANENTS A TEMPS PARTIEL *

Industrial Sector
Branche d'activité

CHARTERED BANK

Location Endroit



National (Canada)
National (Canada)

☐ Province / Territory (specify)
Province / territoire (préciser)

Reporting Period
Période de rapport

1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salaires promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ils ont été promus en dernier)

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi professionals and technicians Semi professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALAIRES PROMUS	-	-	-									
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	-	-	-									

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

NOTE: See instructions
NOTA: Voir instructionsPERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Name of Business Nom de l'entreprise		CANADIAN WESTERN BANK		National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser)		Reporting Period Période de rapport: 19 89		Industrial Sector: Branche d'activité: CHARTERED BANK	
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Total Number Nombre total		Members of Visible Minorities Membres des minorités visibles	
Total Number Nombre total		Men Hommes		Women Femmes		Total Number Nombre total		Men Hommes		Women Femmes	
Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres supérieurs	3	3									
Middle or other managers Cadres intermédiaires et autres cadres	9	7							2	1	1
Professionals Professionnels											
Semi professionals and technicians Semi professionnels et techniciens											
Supervisors Surveillants	5	2									
Unskilled workers Contremaîtres											
Clerical workers Employés de bureau	17	2									
Sales workers Employés du secteur de la vente											
Service workers Employés du secteur des services											
Skilled crafts and trades workers Travailleurs qualifiés et artisans											
Semi-skilled manual workers Travailleurs manuels spécialisés											
Other manual workers Autres travailleurs manuels											
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	34	14							2	1	1

1 MP 1877 (8 84)

* Use separate Parts for permanent part-time and temporary employees
* Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

NOTE: See instructions
NOTA: Voir instructions

CANADIAN WESTERN BANK		CHARTERED BANK									
National (Canada) National (Canada)		Reporting Period Période de rapport 15 89									
Province / Territory (Specify) Province / territoire (préciser)		Industrial Sector Branche d'activité									
Occupational Groups Catégories professionnelles	All Employees Tous les salariés		Aboriginal Peoples Autochtones		Persons with Disabilities Personnes handicapées		Members of Visible Minorities Membres des minorités visibles				
	Total Number Nombre total Col 1	Men Hommes Col 2	Women Femmes Col 3	Men Hommes Col 4	Women Femmes Col 5	Total Number Nombre total Col 6	Men Hommes Col 7	Women Femmes Col 8	Total Number Nombre total Col 9	Men Hommes Col 10	Women Femmes Col 11
Upper level managers Cadres supérieurs											
Middle or other managers Cadres intermédiaires et autres cadres											
Professionals Professionnels											
Semi-professionals and technicians Semi-professionnels et techniciens											
Supervisors Surveillants	1	-	1								
Unskilled women Contremaîtres											
Clerical workers Employés de bureau	18	1	17								
Sales workers Employés du secteur de la vente											
Service workers Employés du secteur des services											
Skilled crafts and trades workers Travailleurs qualifiés et artisans											
Semi-skilled manual workers Travailleurs manuels spécialisés											
Other manual workers Autres travailleurs manuels											
TOTAL NUMBER OF EMPLOYEES TERMINATED Nombre total de cessations de fonctions	19	1	18								



Use separate Parts for permanent full time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

9001

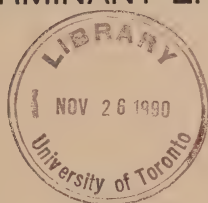
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EMPLOYMENT EQUITY ACT
1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI
1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



AIRBC LIMITED

9001

Canada

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Ottawa (Canada) K1A 0S9

I D E N T I F I C A T I O N	NAME OF EMPLOYER	FULL LEGAL NAME	COMMON OR BUSINESS NAME
		AIRBC LIMITED	AIRBC
	ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	MAILING ADDRESS
		4740 AGAR DRIVE RICHMOND, B.C.	SAME
	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY
		MR. I. J. HARRIS	MR. D. COLLINS
	POSITION	POSITION TITLE	POSITION TITLE AREA CODE TELEPHONE NUMBER
		PRESIDENT	DIRECTOR OF HUMAN RESOURCES 604 279 - 1119

R E P O R T S U M M A R Y	INDUSTRIAL	INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES	GEOGRAPHICAL AREAS	DESIGNATED CMAs	PROVINCES/TERRITORIES			
		AIR TRANSPORT INDUSTRIES.	1102		CALGARY	57	ONT.	0	
		INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES		EDMONTON	114	QUE.	0	
			0				N.S.	0	
	SECTOR(S)	INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES	(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)	HALIFAX	0	N.B.	0	
			0		MONTREAL	0	MAN.	0	
		INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES		REGINA	0	B.C.	902	
			0				P.E.I.	0	
	EMPLOYMENT STATUS CATEGORIES	EMPLOYMENT	NUMBER OF PERMANENT EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES	TORONTO	0	SASK.	0
								ALTA.	200
					VANCOUVER	903	NFLD	0	
					WINNIPEG	0	YKN	0	
						N.W.T.	0		
		931	168	0	TOTAL EMPLOYEES IN CANADA		1102		

C E R T I F I C A T I O N	CERTIFICATION	I, (Name) <u>IAIN J HARRIS</u> , HEREBY CERTIFY ON BEHALF OF
		(Name of Employer) <u>AIRBC LIMITED</u> , THAT THE
		INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN
		EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.
	OF	
	ACCURACY	
	DATE	<u>JUNE 11/90</u>
	SIGNATURE	<u>[Signature]</u>

Name of Business: 009001 AIRBC LIMITED		Industrial Sector: 451 AIR TRANSPORT INDUSTRIES		Reporting Period: 1989											
Location: X National (Canada)		Province/Territory		Designated CMA											
OCCUPATIONAL GROUPS	Top and bottom of salary range	A	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		U	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
		R	Number			Number			Number			Number			
		T													
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	
Clerical workers	35000	4	5	5											
	39999	3	36	19	17										
	7500	2	137	34	103	2		2	1		1	8	1	7	
	9999	1	71	27	44	2		2				3		3	
Sales workers	30000	4	3	1	2										
	34999	3	2	2											
	15000	2	4	2	2										
	17499	1	4	2	2							1	1		
Service workers	30000	4	1	1											
	34999	3	22	4	18				1		1				
	12500	2	22	6	16							1		1	
	14999	1	86	20	66										
Skilled crafts and trades workers	50000	4	15	14	1							1	1		
	54999	3	47	47								2	2		
	12500	2	87	81	6							3	3		
	14999	1	23	12	11										
Semi-skilled manual workers	22500	4	10	9	1										
	24999	3	25	24	1										
	10000	2													
	12499	1	7	7											
Other manual workers	25000	4	1	1											
	27499	3	4		4										
	17500	2	9	2	7										
	19999	1	10	3	7							1		1	
TOTAL NUMBER OF EMPLOYEES				931	598	333	5	1	4	2		2	25	13	12

Part 8 Page 1

Location:	X National (Canada)	Province/Territory	Designated CMA
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[illegible]

Name of Business: 009001 AIRBC LIMITED Industrial Sector: 451 AIR TRANSPORT INDUSTRIES Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T E R	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total			Total			Total			Total		
			Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women
			-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
			Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
=====														
Clerical workers	12500	4	6	1	5							1		1
	14999	3	31	5	26							1		1
	5000	2	15	3	12									
	7499	1	73	19	54									
=====														
Sales workers		4												
		3												
		2												
		1												
=====														
Service workers	7500	4	3		3									
	9999	3	2		2									
	5000	2												
	7499	1	23	4	19									
=====														
Skilled crafts and trades workers	7500	4	3	1	2	1	1		1	1		1	1	
	9999	3												
	0	2												
	0	1												
=====														
Semi-skilled manual workers	12500	4	3	3										
	14999	3	2	2										
	2500	2	4	4										
	4999	1	1	1										
=====														
Other manual workers	7500	4	2	1	1									
	9999	3												
	0	2												
	0	1												
=====														
TOTAL NUMBER OF EMPLOYEES			168	44	124	1	1		1	1		3	1	2

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Part A

Name of Business: 009001 AIRBC LIMITED							Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.						
Location: X National (Canada) Province/Territory (specify)											Reporting Period: 1989		
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	1	0	1	0	0	0	0	0	0	0	0	0	
\$10,000-\$14,999	82	25	57	0	0	0	0	0	0	3	0	3	
\$15,000-\$17,499	120	53	67	2	0	2	0	0	0	2	1	1	
\$17,500-\$19,999	133	68	65	2	0	2	0	0	0	6	1	5	
\$20,000-\$22,499	58	27	31	0	0	0	1	0	1	0	0	0	
\$22,500-\$24,999	125	49	76	0	0	0	1	0	1	4	1	3	
\$25,000-\$27,499	38	25	13	0	0	0	0	0	0	1	1	0	
\$27,500-\$29,999	67	62	5	0	0	0	0	0	0	0	0	0	
\$30,000-\$34,999	130	118	12	0	0	0	0	0	0	4	4	0	
\$35,000-\$39,999	32	30	2	0	0	0	0	0	0	1	1	0	
\$40,000-\$49,999	94	93	1	1	1	0	0	0	0	4	4	0	
\$50,000-\$69,999	48	45	3	0	0	0	0	0	0	0	0	0	
\$70,000 >	3	3	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	931	598	333	5	1	4	2	0	2	25	13	12	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Part 8

Name of Business: 009001 AIRBC LIMITED						Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.						
Location: X National (Canada) Province/Territory (specify)											Reporting Period: 1989	
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0
\$2,500-\$4,999	1	1	0	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	76	19	55	0	0	0	0	0	0	0	0	0
\$7,500-\$9,999	51	14	37	1	1	0	1	1	0	1	1	0
\$10,000-\$12,499	38	9	29	0	0	0	0	0	0	1	0	1
\$12,500-\$14,999	4	1	3	0	0	0	0	0	0	1	0	1
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	168	44	124	1	1	0	1	1	0	3	1	2

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business:		009001 AIRBC LIMITED						Industrial Sector: 451 AIR TRANSPORT INDUST					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989					
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	66	64	2	0	0	0	0	0	0	0	1	1	
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0	
Foremen/women	3	3	0	0	0	0	0	0	0	0	0	0	
Clerical workers	52	18	34	1	0	1	0	0	0	0	4	0	
Sales workers	5	4	1	0	0	0	0	0	0	0	0	0	
Service workers	37	6	31	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	61	59	2	0	0	0	0	0	0	0	2	2	
Semi-skilled manual workers	30	29	1	0	0	0	0	0	0	0	0	0	
Other manual workers	13	6	7	0	0	0	0	0	0	0	1	0	
TOTAL NUMBER OF EMPLOYEES HIRED	269	191	78	1	0	1	0	0	0	0	8	3	

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4

Part 8

Name of Business: 009001 AIRBC LIMITED				Industrial Sector: 451 AIR TRANSPORT INDUST									
Location: -- X National (Canada) Province/Territory (specify)				Reporting Period: 1989									
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	97	31	66	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	26	3	23	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	3	1	2	1	1	0	1	1	0	1	1	0	
Semi-skilled manual workers	11	10	1	0	0	0	0	0	0	0	0	0	
Other manual workers	5	2	3	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES HIRED	142	47	95	1	1	0	1	1	0	1	1	0	

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business:		009001 AIRBC LIMITED						Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989					
		Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
OCCUPATIONAL GROUPS		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Number				Number			Number			Number		
		Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
=====													
Upper-level managers		1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers		0	0	0	0	0	0	0	0	0	0	0	0
Professionals		0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians		3	3	0	0	0	0	0	0	0	0	0	0
Supervisors		0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women		3	3	0	0	0	0	0	0	0	1	1	0
Clerical workers		1	0	1	0	0	0	0	0	0	0	0	0
Sales workers		0	0	0	0	0	0	0	0	0	0	0	0
Service workers		1	0	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers		11	10	1	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers		1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers		1	0	1	0	0	0	0	0	0	0	0	0
=====													
TOTAL NUMBER OF EMPLOYEES PROMOTED		22	18	4	0	0	0	0	0	0	1	1	0
=====													
TOTAL NUMBER OF PROMOTIONS		22	18	4	0	0	0	0	0	0	1	1	0
=====													

Name of Business: 009001 AIRBC LIMITED					Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.								
Location: X National (Canada) Province/Territory (specify)					Reporting Period: 1989								
Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)													
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

Part A

Name of Business: 009001 AIRBC LIMITED												Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.	
Location: X National (Canada) Province/Territory (specify)										Reporting Period: 1989			
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Number			Number			Number			Number			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	1	0	1	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	11	10	1	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	17	9	8	1	0	1	1	1	0	1	0	1	
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0	
Service workers	14	3	11	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	19	15	4	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	7	7	0	0	0	0	1	1	0	0	0	0	
Other manual workers	7	5	2	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	78	50	28	1	0	1	2	2	0	1	0	1	

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6

Part B

Name of Business:		009001 AIRBC LIMITED						Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.					
Location:		X National (Canada) Province/Territory (specify)						Reporting Period: 1989					
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	49	14	35	1	0	1	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	14	2	12	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	2	1	1	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	5	4	1	0	0	0	0	0	0	0	0	0	
Other manual workers	3	1	2	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	73	22	51	1	0	1	0	0	0	0	0	0	

Name of Business:	009001 AIRBC LIMITED	Industrial Sector:	451 AIR TRANSPORT INDUSTRIES.	Reporting Period:	1989	
Location:	National (Canada)	X Province/Territory	18 ALBERTA	Designated CMA		
OCCUPATIONAL GROUPS	Top and bottom of salary range	Total	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
	A	B	C	D	E	F
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6
Upper-level managers						
Middle or other managers						
Professionals						
Semi-professionals and technicians						
Supervisors						
Foremen/women						

Name of Business: 009001 AIRBC LIMITED		Industrial Sector: 451 AIR TRANSPORT INDUSTRIES		Reporting Period: 1989									
Location: National (Canada)		X Province/Territory 18 ALBERTA		Designated CMA									
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
		Number			Number			Number			Number		
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	30000	4	2	2									
	34999	3	2	1	1								
	10000	2	10	1	9	2		2					
	12499	1	16	5	11	1		1					
Sales workers		4											
		3											
		2											
		1											
Service workers	22500	4	1		1								
	24999	3	2		2								
	12500	2	1		1								
	14999	1	33	6	27								
Skilled crafts and trades workers	50000	4	2	2									
	54999	3	1	1									
	20000	2	12	11	1								
	22499	1	4	3	1								
Semi-skilled manual workers	20000	4	3	3									
	22499	3	11	10	1								
	10000	2											
	12499	1	1	1									
Other manual workers	20000	4	1		1								
	22499	3											
	0	2											
	0	1											
TOTAL NUMBER OF EMPLOYEES			172	115	57	3		3				1	1

Location:	National (Canada)	<input checked="" type="checkbox"/> Province/Territory	18 ALBERTA	Designated CMA
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Name of Business: 009001 AIRBC LIMITED Industrial Sector: 451 AIR TRANSPORT INDUSTRIES Reporting Period: 1989

Location: National (Canada) X Province/Territory 18 ALBERTA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T E R	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total			Total			Total			Total		
			Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women
			Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Clerical workers	12500	4	6	1	5									
	14999	3	2		2									
	5000	2	2		2									
	7499	1	12	2	10									
Sales workers		4												
		3												
		2												
		1												
Service workers	5000	4	1		1									
	7499	3												
	0	2												
	0	1												
Skilled crafts and trades workers	7500	4	2	1	1	1	1		1	1		1	1	
	9999	3												
	0	2												
	0	1												
Semi-skilled manual workers	10000	4	1	1										
	12499	3												
	0	2												
	0	1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			26	5	21	1	1		1	1		1	1	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: 009001 AIRBC LIMITED							Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.						
Location: National (Canada)X Province/Territory (specify) 18 ALBERTA											Reporting Period: 1989		
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0	
\$10,000-\$14,999	39	10	29	0	0	0	0	0	0	0	0	0	
\$15,000-\$17,499	21	10	11	1	0	1	0	0	0	1	1	0	
\$17,500-\$19,999	29	17	12	2	0	2	0	0	0	0	0	0	
\$20,000-\$22,499	7	5	2	0	0	0	0	0	0	0	0	0	
\$22,500-\$24,999	3	1	2	0	0	0	0	0	0	0	0	0	
\$25,000-\$27,499	4	4	0	0	0	0	0	0	0	0	0	0	
\$27,500-\$29,999	6	5	1	0	0	0	0	0	0	0	0	0	
\$30,000-\$34,999	30	30	0	0	0	0	0	0	0	0	0	0	
\$35,000-\$39,999	3	3	0	0	0	0	0	0	0	0	0	0	
\$40,000-\$49,999	16	16	0	0	0	0	0	0	0	0	0	0	
\$50,000-\$69,999	14	14	0	0	0	0	0	0	0	0	0	0	
\$70,000 >	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	172	115	57	3	0	3	0	0	0	1	1	0	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Part B

Name of Business: 009001 AIRBC LIMITED | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada)X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$2,500	0	0	0	0	0	0	0	0	0	0	0	0
\$2,500-\$4,999	0	0	0	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	10	1	9	0	0	0	0	0	0	0	0	0
\$7,500-\$9,999	9	2	7	1	1	0	1	1	0	1	1	0
\$10,000-\$12,499	6	2	4	0	0	0	0	0	0	0	0	0
\$12,500-\$14,999	1	0	1	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	26	5	21	1	1	0	1	1	0	1	1	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4

Part B

Name of Business: 009001 AIRBC LIMITED													Industrial Sector: 451 AIR TRANSPORT INDUST	
Location: National (Canada) X Province/Territory (specify) 18 ALBERTA													Reporting Period: 1989	
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12		
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0		
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0		
Professionals	0	0	0	0	0	0	0	0	0	0	0	0		
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0		
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0		
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0		
Clerical workers	14	2	12	0	0	0	0	0	0	0	0	0		
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0		
Service workers	1	0	1	0	0	0	0	0	0	0	0	0		
Skilled crafts and trades workers	2	1	1	1	1	0	1	1	0	1	1	0		
Semi-skilled manual workers	2	1	1	0	0	0	0	0	0	0	0	0		
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES HIRED	19	4	15	1	1	0	1	1	0	1	1	0		

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

[illegible]

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Part A

[illegible]

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Part A Page 1

Name of Business:		009001 AIRBC LIMITED		Industrial Sector:		451 AIR TRANSPORT INDUSTRIES.		Reporting Period:		1989			
Location:		National (Canada)		X Province/Territory		15 BRITISH COLUMBIA		Designated CMA					
OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
		Number			Number			Number			Number		
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers	70000 and over	4	3	3									
	35000	2	4	2	2								
	39999	1	3	3									
Middle or other managers	65000	4	1	1									
	69999	3	2	2									
	27500	2	3	3									
	29999	1	11	5	6								
Professionals		4											
		3											
		2											
		1											
Semi-professionals and technicians	60000	4	25	24	1								
	64999	3	44	44		1	1				1	1	
	15000	2	41	39	2						1	1	
	17499	1	73	63	10								
Supervisors	35000	4	1	1									
	39999	3											
	30000	2											
	34999	1	1		1								
Foremen/women	50000	4	7	7							2	2	
	54999	3	3	3									
	15000	2	6	5	1								
	17499	1	2	1	1								

Name of Business: 009001 AIRBC LIMITED Industrial Sector: 451 AIR TRANSPORT INDUSTRIES Reporting Period: 1989

Location: National (Canada) ☒ Province/Territory 15 BRITISH COLUMBIA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	A	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	U	R	Total			Total			Total			Total		
			Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women
			Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
=====														
Clerical workers	35000	4	5	5										
	39999	3	34	17	17									
	7500	2	125	32	93				1		1	8	1	7
	9999	1	55	22	33	1		1				3		3
=====														
Sales workers	30000	4	3	1	2									
	34999	3	2	2										
	15000	2	4	2	2									
	17499	1	4	2	2							1	1	
=====														
Service workers	30000	4	1	1										
	34999	3	21	4	17				1		1			
	12500	2	20	6	14							1		1
	14999	1	52	14	38									
=====														
Skilled crafts and trades workers	45000	4	21	20	1							1	1	
	49999	3	54	54								4	4	
	12500	2	56	51	5							1	1	
	14999	1	22	12	10									
=====														
Semi-skilled manual workers	22500	4	7	6	1									
	24999	3	14	14										
	10000	2												
	12499	1	6	6										
=====														
Other manual workers	25000	4	1	1										
	27499	3	4		4									
	17500	2	8	2	6									
	19999	1	10	3	7							1		1
=====														
TOTAL NUMBER OF EMPLOYEES			759	483	276	2	1	1	2		2	24	12	12

[illegible]

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Part A

Name of Business: 009001 AIRBC LIMITED								Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.					
Location: National (Canada)X Province/Territory (specify) 15 BRITISH COLUMBIA								Reporting Period: 1989					
SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
< \$10,000	1	0	1	0	0	0	0	0	0	0	0	0	
\$10,000-\$14,999	43	15	28	0	0	0	0	0	0	3	0	3	
\$15,000-\$17,499	99	43	56	1	0	1	0	0	0	1	0	1	
\$17,500-\$19,999	104	51	53	0	0	0	0	0	0	6	1	5	
\$20,000-\$22,499	51	22	29	0	0	0	1	0	1	0	0	0	
\$22,500-\$24,999	122	48	74	0	0	0	1	0	1	4	1	3	
\$25,000-\$27,499	34	21	13	0	0	0	0	0	0	1	1	0	
\$27,500-\$29,999	61	57	4	0	0	0	0	0	0	0	0	0	
\$30,000-\$34,999	100	88	12	0	0	0	0	0	0	4	4	0	
\$35,000-\$39,999	29	27	2	0	0	0	0	0	0	1	1	0	
\$40,000-\$49,999	78	77	1	1	1	0	0	0	0	4	4	0	
\$50,000-\$69,999	34	31	3	0	0	0	0	0	0	0	0	0	
\$70,000 >	3	3	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES	759	483	276	2	1	1	2	0	2	24	12	12	

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Part A

Name of Business:		009001 AIRBC LIMITED						Industrial Sector:		451 AIR TRANSPORT INDUST					
Location:		National (Canada) X Province/Territory (specify)						15 BRITISH COLUMBIA			Reporting Period: 1989				
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0			
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0			
Professionals	0	0	0	0	0	0	0	0	0	0	0	0			
Semi-professionals and technicians	49	47	2	0	0	0	0	0	0	0	0	0			
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0			
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0			
Clerical workers	44	13	31	1	0	1	0	0	0	4	0	4			
Sales workers	5	4	1	0	0	0	0	0	0	0	0	0			
Service workers	22	4	18	0	0	0	0	0	0	0	0	0			
Skilled crafts and trades workers	50	49	1	0	0	0	0	0	0	2	2	0			
Semi-skilled manual workers	15	15	0	0	0	0	0	0	0	0	0	0			
Other manual workers	13	6	7	0	0	0	0	0	0	1	0	1			
TOTAL NUMBER OF EMPLOYEES HIRED	201	141	60	1	0	1	0	0	0	7	2	5			

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Part A

Name of Business: 009001 AIRBC LIMITED				Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.									
Location: National (Canada) X Province/Territory (Specify) 15 BRITISH COLUMBIA				Reporting Period: 1989									
Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)													
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	3	3	0	0	0	0	0	0	0	1	1	0	
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	1	0	1	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	9	8	1	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual workers	1	0	1	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES PROMOTED	17	13	4	0	0	0	0	0	0	1	1	0	
TOTAL NUMBER OF PROMOTIONS	17	13	4	0	0	0	0	0	0	1	1	0	

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business:		009001 AIRBC LIMITED						Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.					
Location:		National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA						Reporting Period: 1989					
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Number			Number			Number			Number			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	1	0	1	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	10	9	1	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	17	9	8	1	0	1	1	1	0	1	0	1	
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0	
Service workers	14	3	11	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	19	15	4	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	6	6	0	0	0	0	1	1	0	0	0	0	
Other manual workers	7	5	2	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	76	48	28	1	0	1	2	2	0	1	0	1	

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6

Part B

Name of Business: 009001 AIRBC LIMITED						Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.							
Location: National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA						Reporting Period: 1989							
OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	47	14	33	1	0	1	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	14	2	12	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	2	1	1	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	4	4	0	0	0	0	0	0	0	0	0	0	
Other manual workers	3	1	2	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	70	22	48	1	0	1	0	0	0	0	0	0	

Name of Business: 009001 AIRBC LIMITED

Industrial Sector: 451 AIR TRANSPORT INDUSTRIES

Reporting Period: 1989

Location: National (Canada)

Province/Territory

X Designated CMA 02 EDMONTON

[illegible]

Form 2 Part 8 Page 1

Location: National (Canada) Province/Territory X Designated CMA 02 EDMONTON

[illegible]

